LOCAL GOVERNMENT SERVICE

SPECIAL CONFERENCE NUMBER

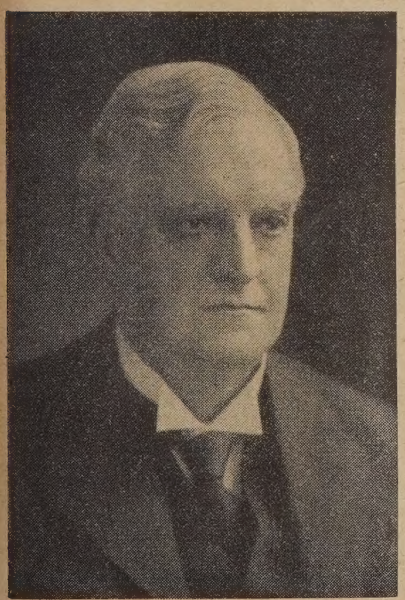
No. 6 JUNE, 1937 Vol. XVII

The New President

One of the outstanding events at the Margate Annual Conference was the induction of the new President, Mr. W. W. Armitage, Principal Assistant, Water-Works Office, Sheffield, as President of the Association for the year 1937-38. Mr. W. E. Lloyd, F.S.A.A., F.I.M.T.A., performed the ceremony and took leave of his position as President in a moving speech which endeared him still more to the hearts of the representatives attending the Conference. The ceremony was performed amidst acclamation and both the immediate past-President and the President were accorded musical honours. During the course of the Conference Mr. W. E. Lloyd delivered the following address:

LADIES AND GENTLEMEN,—I want to make it my first duty as your president to send the greetings of this great Association to their Majesties the King and Queen upon their accession. This conference opens almost before the Coronation bells have ceased to ring, and representing, as we do, a very important section of their Majesties' public servants, our expression of goodwill and loyalty should be all the more hearty and sincere. I therefore propose to send in your name the following telegram:

"One thousand delegates, representing one hundred times their number of local government officers in cities, towns, and counties everywhere throughout Great Britain, as their first act in annual conference this morning desire me to express loyal and respectful greetings to Your Majesty, and to hope that good health may attend upon you and upon Her Majesty the Queen and the Princesses. It is also my duty as president to assure Your Majesty of the devotion of local government officers to the well being of the communities which make Great Britain, and in such service the example you have set in your concern for the public good is held in remembrance."



President W. W. ARMITAGE

My next note is unfortunately a sorrowful one. Since we last met in conference two men have been taken from us whose names are part of the history of N.A.L.G.O.—Sir Homewood Crawford and Sir Henry Jackson. Sir Homewood rendered great service to N.A.L.G.O. when the influence of a man in his position really counted. The tragedy of Sir Henry's death is that it came before he had attained one of his greatest objectives—the final stages of the Compulsory Superannuation Scheme. A brief reference to the careers of both men is made in the annual report.

The report also gives you, in as brief a form as possible, a review of the past year's work and achievements, and you will not wish me to do more than draw your attention to, and comment upon, the more important items. I have, as you know, relinquished the office of honorary treasurer, in favour of a very distinguished colleague, Mr. Legh-Smith, who will, in a short time, present to you the record of the finances for your approval. Apart from the progress which can be shown in figures, the membership is now rapidly approaching 100,000 (a figure which I hope my successor will be able to announce next year), and the accumulation of aggregate credit balances of the enormous sum of £3,600,000 shows the year has been one of considerable activity and forward movement.

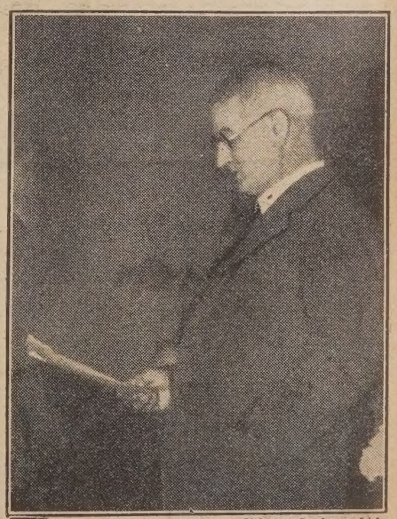
I am delighted to think that during my year of office we have seen the introduction into Parliament of a Bill to round off our superannuation efforts. In concert with representatives of the Local Authorities' Associations, the Trades Union Congress, and the Ministry of Health we have done everything we can to make superannuation possible, and I congratulate all concerned upon the great achievement.

Other service conditions have received our undivided attention and many improvements have been obtained. We have carried out your instructions to make as much progress as we could with Whitleyism. For upwards of ten years not more than three provincial councils have been functioning, but now we are able to record that a tremendous impression has been made upon the remaining areas where provincial councils have not been previously formed. We feel we are now within measurable distance of the attainment of a chain of councils which will cover the whole country. There is a definite linking up with this scheme and the desire for more appropriate salary scales. The progress has only been made possible by the help of the district committees and branches. Whitleyism was not possible until the branches translated the passing of resolutions into action.

The Legal and Parliamentary work has been extremely heavy over the past twelve months. The cases handled have reached nearly 700 in number, and apart from the amount of work which has fallen upon this department in connection with the Superannuation Bill, during the past year the Association has, on behalf of members, taken two important cases to the High Court, both actions being successful. In one case, on behalf of a rate and rent collector, judgment for £215 and costs was obtained against a rural district

(*Continued on page* 138.)

His Predecessor



[*Photo: Sunbeam Ltd.*

Immediate past-President W. E. LLOYD

council in respect of remuneration withheld. In the other case, an action for slander, judgment was given in favour of the member for £250 damages and costs. In this second case, as the defendant has no assets, not a penny of the damages or costs will be recovered from him, but the Association has vindicated the character of its member.

In the present session of Parliament, in the Livestock Industry Bill, another important precedent for the compensation of local government officers has been established by the Association on behalf of those officers who may suffer loss of employment or reduction of remuneration in consequence of the changes to be effected by the Bill.

The contribution which the Association has made to local government through its educational activities has again been magnificent. The outstanding point in this section is the rapid development of the week-end school. That is splendid. I hope that next year we shall see at least one week-end school arranged by every district.

I need not mention the ancillaries. A record of their growth is given in the annual report, and all I need say is that they are also breaking records!

What I do want to urge upon you is that we must not let our success lull us into a false sense of security. We have greater tasks ahead of us than are represented by the achievements of the past. Eternal vigilance is as necessary to the success of an organisation as it is to Government.

Our security rests not only in one hundred per cent membership, but in one hundred per cent active participation in the work of the Association.

Every local government officer in Great Britain is benefiting to some extent by the work of N.A.L.G.O.; so wide are its interests that there is ample scope within the various activities of the Association for the exercise of every quality, every particle of superfluous energy possessed by local government officers of every grade and profession. The chief officer who is not pulling his weight in our educational work or on behalf of the Benevolent Fund is not worthy of the name of colleague. The junior officer who is not taking advantage of the facilities offered by N.A.L.G.O. and refusing to prepare himself for the responsibilities of office is not worthy of the title "public servant."

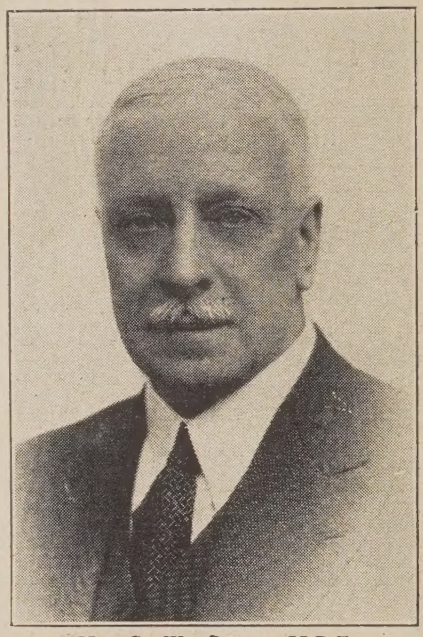
We have a long and interesting programme before us. I commend it to you and urge you, in making up your mind how to vote, to put the welfare of the Association before your personal ambitions.

I want to conclude by thanking you for all the help and encouragement that you have shown to me during my year of office, an honour which I think is the greatest to which anyone can attain in local government in this country. I want also to thank my colleagues in office, the whole of the members of the National Executive Council, and the loyal and able members of the permanent staff; Mr. Hill, our indefatigable secretary, of such marked ability and foresight, Major Simonds, Mr. Baker, with whom, as honorary auditor and honorary treasurer I have been closely associated for over twenty years, and all the divisional secretaries and members of the various departmental staffs from whom I have received nothing but courtesy, kindness, and assistance.

I am shortly leaving the local government service, but my greatest desire is to see N.A.L.G.O. continue to expand and to flourish.

W. E. LLOYD.
President, 1936–37.

Retiring from the National Executive Council



Mr. G. W. Coster, M.B.E.

Mr. G. W. Coster will long be remembered for his "distinguished and successful services" as President of the Association culminating in the conference at Aberdeen in 1936.

His official appointments terminated at about that time but as Immediate Past President he has continued to be a member of the N.E.C. for twelve months. Now we have to say good-bye to him in that capacity.

Reference has frequently been made to Mr. Coster's official and Association work.

He had a wonderful career in the Poor Law world. Commencing at Axbridge, when quite young he progressed at Wells, Kettering, and Prescot as an assistant, and he became Clerk to the Dudley Union in 1902. Nine years later he went to Liverpool as Clerk to the Select Vestry, and in 1922 upon the amalgamation of the three Liverpool Poor Law authorities, was appointed as Clerk to the largest Union in the country. It is recorded that the huge business of reconstruction, reclassification, financial adjustment, etc., consequent upon the amalgamation, was carried out under Mr. Coster's guidance with unsurpassed success.

Mr. Coster became a member of the council of the National Poor Law Officers' Association in 1901, and, after being vice-president for three years, succeeded to the office of president in 1911. On the amalgamation of that Association and its activities with N.A.L.G.O. in 1930, he became a member of the National Executive Council.

He was attached to the Liverpool Branch. His assistance and influence made him very welcome and in 1932 the members elected him president and he continued as such for three years.

Every position that Mr. Coster has held has been conferred upon him for meritorious service or for which he has been sought after by reason of his experience, knowledge and ability, and the confidence he always inspired as a trustworthy adviser. In this connection should not go unmentioned the fact that he has been a witness before Royal Commissions and Departmental and other Representative Committees charged with the consideration of questions of national importance. As such a witness he was highly valued, as he possessed talent for seeing every side of any question he was called upon anywhere to deal with; with that talent he exhibited a judicial mind.

He was for years an important figure at district and central conferences, and a member of the Railways Sub-Committee of the Central Valuation Committee; member of the general panel of experts appointed by the Central Valuation Committee to deal with diversities of the practice in the assessment of special properties.

Besides carrying out the duties of the already mentioned, he has for thirty-six years given ungrudging and invaluable service to his fellow officers. Nothing has ever been too much for him to do in the interests of his colleagues, and his capacity for work on their behalf has been amazing.

Mr. W. H. Whinnerah

has been a member of the National Executive Council continuously since 1919. He was a trustee of the association, chairman of the Nalgo Provident Society since 1927, and chairman of the Manchester Branch Executive Council. Mr. Whinnerah is a member of the National Whitley Council and has been a member of the Lancashire and Cheshire Whitley Council from its inception.

He was secretary of the Highways Department of Manchester and has a fine record of forty-two years service.

Mr. F. J. Willett

has retired from the National Executive Council owing to ill health. He was the oldest elected member of the council, having been first elected in Whitsuntide, 1918. He has served on all committees and for a number of years was chairman of the Finance and General Purposes Committee. For two years he was chairman of the council. He represented Nalgo on the first National Whitley Council and also on the Poor Law Examination Board. He was secretary of the North-Western District for twenty years and is now chairman of the Salford Branch.

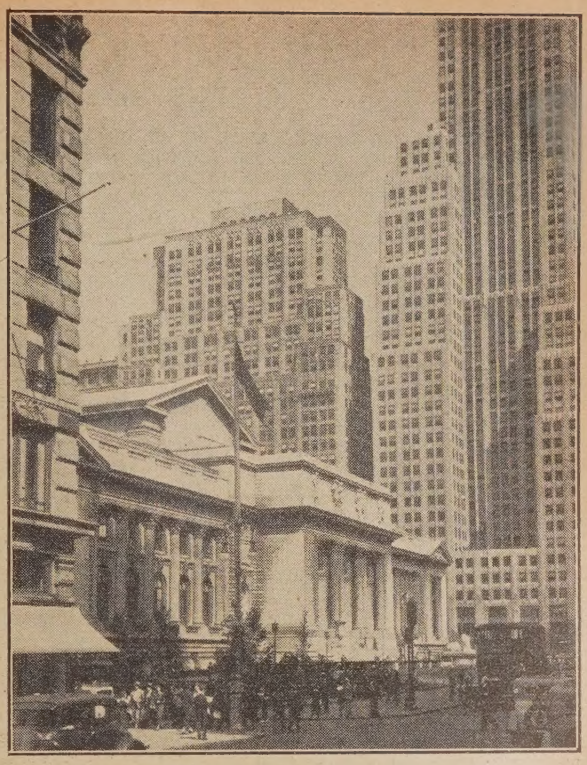
N.A.L.G.O.'s

EDUCATIONAL TOUR

UNITED STATES and CANADA

Places of Interest to be Visited—No. 6

NEW YORK



The New York Public Library

THE average person, speaking of New York, really means Manhattan. But that is only one-fifth of the city. For New York has borrowed a bit of municipal engineering from London and has divided itself into five boroughs of which Manhattan is merely one. The other four are: The Bronx, Kings, Queens, and Richmond. Solely for purposes of geographical determination these will be mentioned now and not referred to again.

The Bronx lies due north of Manhattan with the Harlem River fortunately between. It is celebrated for three things: (1) The zoological gardens; (2) giving its name to a cocktail; and (3) the creation of a characteristic form of derision, known locally as "the Bronx Cheer."

Kings rests almost entirely in the somnolent arms of Brooklyn which slumbers on the left bank of the East River and is mentioned by New Yorkers only during election returns and when one is trying to find the way to Coney Island.

Queens also lies across the East River from Manhattan and sprawls over about one-third of Long Island. It includes communities with names as reminiscently English as Kew Gardens, Jamaica and Richmond Hill, but the resemblance does not go beyond that. It is the site of the 1939 World's Fair which, it is expected, will attract larger crowds and produce a more abundant crop of bunions than any exhibition ever held in the brief history of our troubled universe.

Richmond comprises the whole of Staten Island, a piece of somewhat neglected real estate that looms hazily through a chronic mist slightly starboard of the Statue of Liberty. It is as foreign to most New Yorkers as the Fijis, and its influence upon municipal affairs is about as great.

It is Manhattan which really is New York. At least, the New York that the visitor expects to find. The New York from which he will send home postcards; in which he will take the movies that will make his house damned by all his friends. The New York where he will spend his money with a fine disregard of the habits of a lifetime and all copybook axioms. For here rise the shining pinnacles of the sky-scrapers. Here are the mastodonic cinemas with their colossal stage productions featuring colossal choruses with colossal legs. Here thrive the night clubs where at exorbitant prices there is dished up an inferior brand of synthetic sin. Here is electricity on a rampage. Here are sounds no jungle could produce. Here are smells no chemist could concoct. Here, in the milling, heedless throngs, is escape. Here is everything. Everything except quiet. For, from sunrise to sunrise, a hungry growl rumbles in the city's throat and its mad pulse beats wildly to the insane tempo of its dance of destiny. Here, indeed, is New York.

Here are noises no jungle could produce

And yet it is not altogether New York. For New York isn't wholly a strumpet gone ga-ga and dancing a Charleston on a table-top. New York can be as elegant as any dame in taffeta; as snooty as a duchess with a lorgnette and as sweetly simple as a milk-maid tripping through the rye or something. Let us show you. But before we start we warn you we have lived too long in New York to have an orderly mind. This will be no "on your right ladies and gents" tour. If you want that kind, take a bus and save us a lot of trouble. We shall jump wherever the mood moves us with no consideration whatever for your rheumatism or your gout.

There is no better place to start our wanderings than the Statue of Liberty which stands athwart an island all her own just off Manhattan's lower tip. Until last November she was the most photographed female figure in the world. Sculptured by Bartholdi, this gargantuan statue was presented to the American people by the French Government in one of its rare moments of generosity and her innards consist of series of spiral staircases by means of which those who want to can climb right up to the torch that she bears aloft in a sturdy fist. Patriotic Americans are expected to leave their calling cards with Miss Liberty, but itinerant Englishmen are excused that duty. However, should you be asked to comment upon this stupendous piece of art, it would be advisable not to emulate the Frenchman who, having listened to the lovely symbolism, exclaimed sadly: "A pretty sentiment. In France, too, we erect monuments to our glorious dead."

The best view of Miss Liberty is to be had from The Battery, a bit of greensward that provides an emerald toe for Manhattan's shoe and also provides enough space for the Aquarium where you may regard a large assortment of fish without having to smell them. While the selection is not as extensive or as colourful as is to be found in the Golden Gate Park Aquarium, San Francisco, the New York Aquarium has a sufficiently interesting assortment of denizens of the deep to occupy the attention of any mortals who desire more than a passing acquaintance with such sceptical-eyed inhabitants of our globe as the grouper, shark, octopus, zebra fish, mud fish, sea horses and so forth.

A visit to the Aquarium is excellent preparation for a trip to Wall Street which, probably by accident as much as design, is near by. It is one of the narrowest thoroughfares in town, but unquestionably the richest. Here rest the temples of finance; the U.S. Treasury Building; the House of Morgan; the Stock Exchange; and the Curb. In this canyon-like street they are almost lost in the shadows cast by the great structures on either side and give no hint of the influence they wield. Most of the property on which they stand is owned by Old Trinity Church, a block or so away on Lower Broadway, the wealthiest and one of the most staidly orthodox of religious institutions in America. Not far off is a familar name — Maiden Lane—the greatest curb diamond exchange in the world, where millions of gems change ownership weekly in hand to hand transactions on the sidewalk.

Five minutes from Wall Street, huddling in the lee of the creamy Woolworth Building, oldest and, to many minds, still the most beautiful of New York skyscrapers, is the City Hall. It has a park around it with green grass growing and flowers blooming in their beds and pigeons tripping up unwary passers-by. But contrasted with its opulent neighbours it looks scared to death at being found in such important company.

It is down in this section of New York that you will get the real feel of the city. Somehow or other the glamorous New York of the 'Nineties has been able to keep its place with modernism in down town New York. It isn't like that farther up town where everything is much newer, much more modern and sort of shimmering in a pristine brightness that has no chance to wear off before it is torn down and something newer put up in its place. Lower New York is still friendly. Mid-town New York just sort of overawes everyone, including the people who live there.

(To be continued next month)

At Random

By "HYPERION"

LET US DEDICATE AFRESH, IF NEED BE, OURSELVES TO THE SERVICE OF OUR FELLOWS, A SERVICE IN WIDENING CIRCLES, SERVICE TO THE HOME, TO OUR NEIGHBOURHOOD, OUR COUNTY, OUR PROVINCE, TO OUR COUNTRY, TO THE EMPIRE, AND TO THE WORLD. NO MERE SERVICE OF OUR LIPS, SERVICE OF OUR LIVES, AS WE KNOW WILL BE THE SERVICE OF OUR KING AND QUEEN. GOD BLESS THEM.

The Rt. Hon. Stanley Baldwin, M.P., in a Broadcast Message on the evening of the Coronation.

Patriotic Hen

"Even the local poultry is playing its part, for it appears that a Little Thurrock hen has laid an egg with an undoubted 'C' on its shell; that the letter stands for 'Coronation' will not be disputed by any one."—*Grays and Tilbury Gazette.*

* * *

"After seeing endless Coronation emblems and banners I have noticed one odd coincidence that happily conjoins the King and our national mascot, the bulldog. Wherever the King is honoured are to be seen the letters G.R., which may be construed as the warning growl of the symbolic bulldog."—*From a letter to the "Daily Mail."*

* * *

Oddest post-Coronation revelry scene: in a Fleet Street pub.

Reporter came in, wearing knee-breeches and sword. "A sausage, please," he said.

Barmaid was busy. He unsheathed sword, spiked sausage.

* * *

Nicest Coronation crack was the one about the Irish maid who saw procession and said, "Ah, if only the ould King George could have been alive to see this."

William Hickey in the "Daily Express."

* * *

Nearly as Good to Read as to Eat!

When you seek to express the exultation of Coronation year in the beauty of the food you give your guests, we will send you such dishes as these, ready to serve:

Truite Saumonee Whitehall, fresh caught from the Loch and served with the exquisite Trianon sauce as made by us from a recipe of the immortal chef of Napoleon III. Souffle de Fraise St. James, a great bowl of fresh strawberries in Jersey cream whipped mountain high and flavoured with liqueur and strawberries. Poulet Westminster, a milk-white Surrey chicken stuffed with pistachios and foies gras, surrounded by poussin's breasts and cornets of mousse of peach-fed ham.

After such a luncheon your guests will not depart with polite urbanities from the lips alone, but with tumbling words of adoration as from lovers on the tide of passion.—*From a Fortnum & Mason Catalogue.*

* * *

Keeping Councillors Out of Mischief!

"Can you tell me the way to Lost-within?" he asked. "The sign-post doesn't say much," he added.

"Oh, that!" she commented, with much scorn. "Nobody takes no notice of that. You canna go by signposses here, you mun go the way the hills'll let you. But them posses," she added, "they do for the counting councils to be busy about, painting the names and that. Else who knows what they'd be doing?—for a more mischievous set of men there never was! Besides, poor things, they want to seem to be doing something for their money like other folks."—*From "The Golden Arrow," by Mary Webb, Chapter* 8.

* * *

A Distinction—With a Difference!

You will be told by the idle and distracted that money is not the same as happiness. This is about the same as saying that a frying-pan is not the same as an omelet.—*From "Hell's Bells," by Marmaduke Dixen.*

* * *

The Growing Simplicity of Life

I remember the time when it took ten sheep to clothe a woman; now a single silkworm can do it.—*Mr. Thomas Levy, M.P.*

* * *

Modern Medicine

The old revue quip about the man who drinks his bath water is a quip no more, a German specialist having just announced that the drinking of bath water is a remedy for certain skin trouble and bronchial asthma.

The next to go will be the one about the man who eats his young, which process a German specialist—working probably in Bloomsbury—will discover to be a certain cure for arthritis.—"*Timothy Sly*" *in the "News Chronicle."*

* * *

More Schoolboy "Howlers."

Quartz is a number of pints.

* * *

A therm is a microbe that gets into the gas meter and controls consumption.

* * *

R.I.P.—Rise if possible.

* * *

The most famous king of all was Henry the Eighth; he was even filmed lately, and had so many children that he had to have several wives. In his spare time he was quite a good musician.

* * *

"Does your husband talk in his sleep?"
"No, doctor, he only smiles—the wretch!"

* * *

Mixed Metaphor Handicap

FIRST PRIZE.

"We don't want these houses hanging round our necks like white elephants."—*At a Rural District Council Meeting.*

SECOND PRIZE.

"They even want now (and this is the thin edge of the wedge) to cut up the Horse Shoe Common and put a car park there . . . . They have been so smart as to put things into the papers to serve as blinkers for our eyes. But the fact remains, as soon as they begin to nibble they will go the whole hog."—*A Mayor.*

Week-end School at Bingley

Mr. R. E. Sopwith, Chairman of the Yorkshire District Area Education Committee, who presided, said that this week-end school was the realisation of one of his dreams. The Area Education Committee had for some time been desirous of holding such a school.

In introducing Mr. W. W. Armitage, the then Senior Vice-President of N.A.L.G.O. and Chairman of the Yorkshire District Committee, Mr. Sopwith said the Yorkshire District Committee felt they could do nothing better than ask the chairman of their district to perform this duty.

Mr. W. W. Armitage, in opening the week-end school, said that one of the finest things the Association or any other Association could do was to instil into the minds of its members the advisability of preparing themselves from time to time for the higher posts in the service and that was one of the main planks of the Association's programme. Mr. Armitage went on to say that the duties that are imposed upon Local Authorities by the Central Authority are becoming more numerous and complicated in each succeeding year.

He said how grateful the members were to take advantage of this week-end school held in such delightful surroundings and in such a beautiful building. Mr. Armitage then introduced the speaker, County Councillor W. M. Hyman, Chairman of the West Riding Education Committee and Chairman of the Bingley Visiting Sub-Committee.

Mr. Hyman wished to touch on two matters. One of them required to be solved by heads of Departments, and that was the desirability that the young officer (who must often see things which could be improved in his Department) should be able to get his ideas across to the head of his Department. Too often, however, there was no channel through which his suggestions might pass forward to the head of the Department. The other matter did not need a solution by an individual but by everybody connected with the public service. Everybody who served in public life, either as a member of a Council or as a Council official, was open to outside criticism and usually the primary concern of the critic was a desire to keep down or lower the rates. Mr. Hyman was of opinion that the ratepayers were not told enough about all the work done in a Council. He also said that it was important that officers should realise that they were primarily the servants of the public and that they should do all in their power to be helpful and obliging. Heads of Departments were too often inaccessible to the public and the public generally had a wrong impression of the public services.

Mr. Sopwith, in asking Mr. W. E. Lloyd to move a vote of thanks, said that he knew of no one in the whole of the Association who was loved as much as Mr. Lloyd, as had been shown by Conference over and over again.

Mr. Lloyd proposed a vote of thanks to the chairman, the speaker, and the opener of the Week-End School, and said that he congratulated the Yorkshire District Area Education Committee on their excellent idea of holding a week-end school and he hoped that the members would have a happy and fruitful week-end, and that they would go away feeling well satisfied. The motion was carried unanimously.

Mr. J. W. Wilkinson (N.E.C.) thanked the West Riding Education Committee and Miss Furneaux and her staff for the excellent arrangements made for the students.

Mr. Sopwith complimented **Mr. A. N. Stockdale** on the organization of the Week-End School.

N.A.L.G.O. Conference 1937

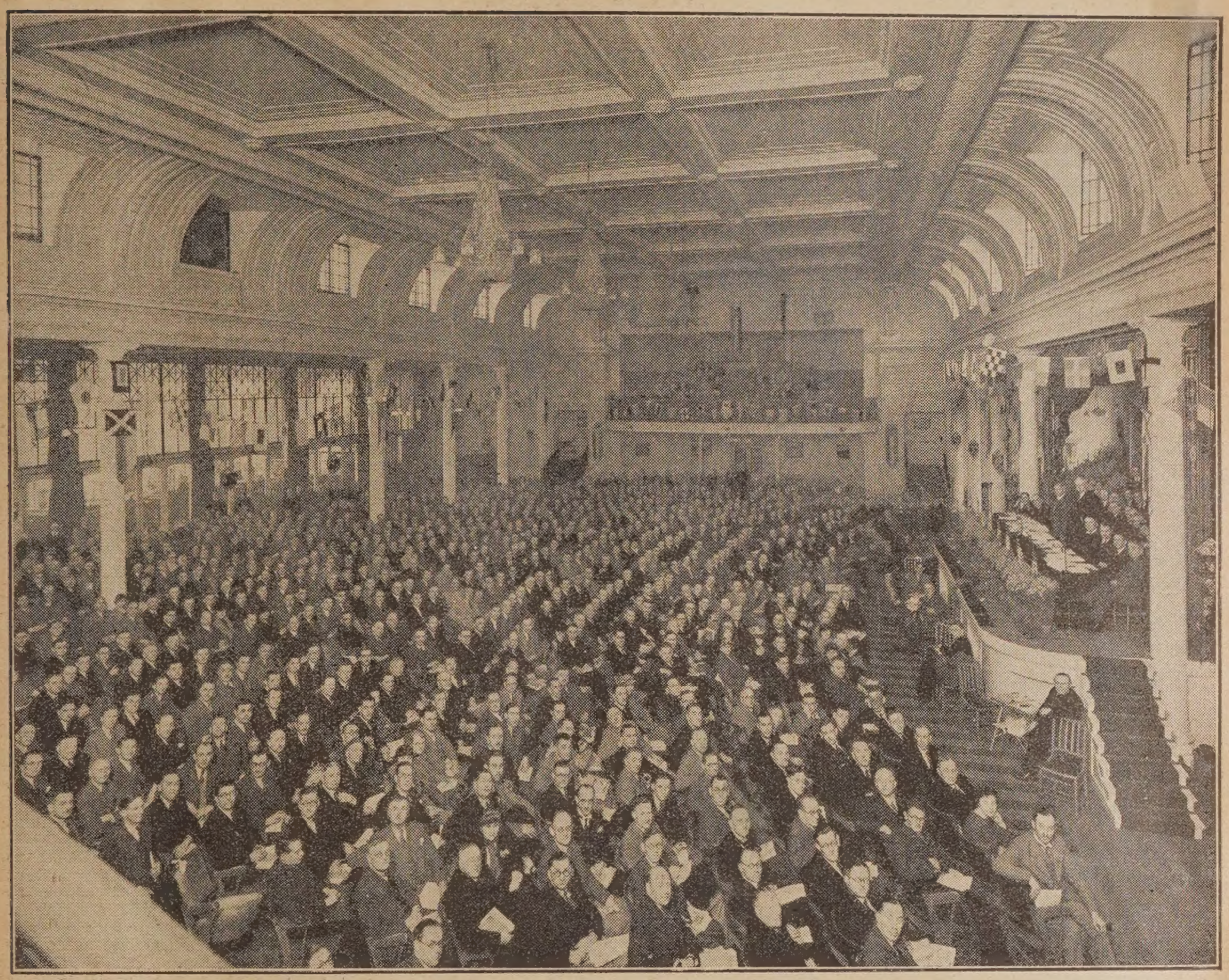


Photo: Sunbeam Ltd.] **In session at the Winter Gardens, Margate.**

THE two main features of the first day of the Conference were, first, the cheerful and expeditious manner in which the President handled the vast body of delegates in a room that was not notable for its acoustics; and, secondly, the good humour that subsisted between those on the platform and those on the floor.

Certainly the weather could have had nothing to do with it. The delegates came to the Winter Gardens chilled by an East wind and damped by driving rain. The Mayor of Margate (Alderman W. R. Noble, J.P.), who welcomed the members, apologised for the weather and indicated that the Town Clerk was in communication with the Clerk of the Weather on the subject and that a favourable reply was anticipated in due course. The mayor was at least as flattering as mayors are expected to be. He considered it a privilege to welcome N.A.L.G.O., not only because of its greatness in numbers, but also because of its greatness in influence. He thought that local government in Britain, like the central government of these islands, was the envy of the world. N.A.L.G.O's members were the channel through which flowed all local affairs. Legislation was throwing more and more burdens on local government, and the need for efficiency grew more and more obvious. N.A.L.G.O. was established to promote efficiency by raising the standards of the service. It was largely responsible for the Superannuation Act of 1922, and he hoped that it would soon reap the benefits of its drive for compulsory superannuation. He hoped that the officers thought as highly of the great unpaid as the great unpaid thought of their officers. Efficient officers and efficient councillors made for progress; without either there could be no progress. He hoped that members would go away richer in knowledge, richer in enthusiasm, and richer in health.

The loud applause rendered unnecessary more than a few well-chosen words by **the President** before he asked **the Mayoress** to receive purses on behalf of the B. and O. Fund. She not only received the purses, but expressed her pleasure at being asked to do it and her hope that they contained even more than had been expected. She also distributed the sports prizes. A special cheer welcomed the announcement that the Honorary Solicitor for England had won the golf competition.

Miss Wooldridge, in thanking the Mayoress, proved the truth of her own proposition that women always have the gracious things to do. She explained that women spent their time looking after those who needed help, and that the Mayoress, after a strenuous evening, had arrived early in the morning full of zeal and energy in the cause of charity.

The Mayoress having received a bouquet and expressed her good wishes for the success of the Conference, the mayoral party left the Hall and members settled down to business.

The **President's** address is set out elsewhere. **Mr. R. E. Sopwith** (Sheffield) proposed the vote of thanks. They knew the president, he said, as Billy Lloyd. He was easy of approach, unimpeachable in kindness, and yet could carry fitly the dignity of president. It was appropriate that one who had done so much for N.A.L.G.O. should wear the Association's blue riband. The speaker emphasised the president's assertion that every officer, no matter how high in the service, should assist his juniors by taking an active part in the affairs of N.A.L.G.O. The vote of thanks was carried unanimously.

Then followed the declaration of election results and the announcement that Blackpool had been chosen for the next Conference by a majority of nearly eight to one.

The Benevolent and Orphan Fund

New Rules

Financial Statement.

Mr. Legh-Smith's financial statement was carefully followed and no criticisms were made. **Mr. E. J. D. Lloyd,** in moving a vote of thanks, indicated that he knew quite a lot about treasurers. He had worked under Mr. Lord, though he supposed that his connection with the present president was more or less accidental. N.A.L.G.O. was fortunate in securing Mr. Legh-Smith's services. Both Mr. Lloyd and Mr. Legh-Smith paid a tribute to Mr. Baker.

National Executive Council Constitution.

With this the more formal proceedings came to an end, and **Mr. Armitage** (N.E.C.) moved the adoption of the annual report. First came a motion whose effect was to make the chairmen of the committees of management of the Approved Society, the Provident Society, the Building Society and Logomia ex-officio members of the N.E.C. **Mr. Newman** (N.E.C.), in moving the motion, stated that for many years N.A.L.G.O. had been concerned with the problems of growth. Now that it had nearly reached the 100,000 mark it was faced by the problems of size and prestige. There were dangers in their very numbers and power, and it was felt that the ancillaries, which had contributed so largely to the Association's growth and success, should be more closely associated with the general direction. Though the ancillaries had developed separately, the Association as a whole had pumped the blood through their arteries. The proposal would avoid any risk of disintegration and would assure future progress in unity and co-ordination. **Mr. H. A. Lonie** (St. Helens) opposed the motion. The proposal, he said, struck at the fundamental democratic basis of the N.E.C. The effect would be to give members of the ancillaries plural votes. **Mr. Newman** replied that the chairmen were democratically elected, and that the proposal did not conflict with any democratic principles.

The Benevolent and Orphan Fund.

There followed a long series of proposals and amendments in respect of the Benevolent and Orphan Fund, which some delegates found to be as dull as the weather. The annual report contained a long section on the future constitution of the organisation of the fund. **Mr. A. Brown,** on behalf of the Northwich branch, moved to refer back the whole subject, in order that it might be examined by the district committees and agreed proposals submitted to the 1938 Conference. Mr. Brown complained that the scheme paid no regard to the experience of the regional committees. The North-Western District Committee had not been able to consider the matter adequately because of the late period at which the report had been received. **Mr. H. N. Smawfield** (Oldham) added that the matter had been disposed of by the North-Western District Committee in fifteen minutes. This statement met with protests from the body of the hall, and **Mr. L. H. Taylor** (N.W. District) immediately replied that the district committee had given the matter very full consideration. The General Purposes Committee had had two meetings of three hours each, and the question had been before the district committee on two occasions. It was true that it had been disposed of rapidly at the second meeting, but only because the proposals had already been fully examined. The general question had been considered for a number of years, and very definite instructions had been given at Aberdeen. In his view the time for decision had arrived, so that the B. and O. Fund might get down to real work. The reference back was rejected and the Conference proceeded to consider the details.

The North-Western District Committee had a considerable number of amendments to the draft constitution. A conciliatory attitude on the platform led to a similar attitude on the floor. Some amendments were withdrawn and others accepted. **Mr. Archibald** (N.E.C.) explained that in formulating its proposals the N.E.C. had had the advice of those with long experience of the B. and O. Fund. In every case they were unanimous. They hoped that the rules would be flexible and could be modified from time to time without formal changes. With good will on the part of the district committees, the scheme could be made easily workable. There was some debate on a motion by **Mr. A. F. Hutt** (Manchester) to the effect that in refusing a request for assistance the council should, if requested by the branch, give reasons for so doing. **Mr. Harrold** (N.E.C.) explained that this rule had been agreed with the Inspector of Taxes. If any right to relief were given all tax concessions might be withdrawn. The spirit of the amendment would be honoured and good reason would always exist for refusing assistance. This argument did not appeal to **Mr. H. S. Bailey** (Manchester), who pointed out that there was a difference between refusing assistance and giving reasons for refusing. They did not suggest that any right to assistance should be conferred, and the argument seemed to him to be irrelevant. An appeal from **Mr. Armitage** (N.E.C.) secured the withdrawal of the amendment.

Some time was spent also in considering whether a "contributing member" should pay 3d. a month or 2s. 6d. a year. A motion from Salford preferring the latter was rejected. Salford also moved an amendment to compel the council to appoint a committee consisting of members of the fund, **Mr. Archibald** (N.E.C.) explained that of course a committee would be appointed; and if any member of the council were not a member of the fund he was sure that he would refuse to serve. This amendment, too, was rejected.

Mr. J. F. Pearson (Hants C.O.) moved that the expenses of administration should be a charge on the General Fund of the Association. He pointed out that there would be a saving of £1,500 a year to the fund; but **Mr. Freeman** (N.E.C.) suggested that if the fund was to be subsidised it should be done by direct grant and not by a concealed method. The fund, he pointed out, was run very economically, and the conference agreed with him that the amendment should be rejected.

There was some dispute as to the extent to which the District Committees should conform with directions from the council. The N.E.C. wanted to provide for uniformity of treatment. The North Western District thought the rule was drawn more mandatary than was consistent with the spirit of the fund. There were slight differences between cases, and uniformity might work injustice. On the other hand, **Mr. Archibald** (N.E.C.) suggested that uniformity was essential for smooth working; and the amendment was lost.

The question whether regulations should or should not be subject to confirmation by conference showed a very precise division of opinion. **Mr. E. M. Hutchinson** (Surrey C.O.) suggested that they should be subject to confirmation. His amendment, he explained, did not imply any lack of confidence in the ability of the council to act wisely and well, but the power was exceedingly wide and the entire policy of the fund might be affected without coming before the conference at all. His branch desired that the responsibility for policy should remain with the conference. **Mr. Harrold** (N.E.C.) said that the regulations would always be subject to review by the conference, but the effect of the amendment would be restrictive. On a show of hands the amendment was carried by 410 votes to 369.

Proposed amendments to the Model Rules formed the basis of a new "War of the Roses." The North Western District was anxious to vary the numbers of members of the district committees according to membership of the fund. **Mr. L. H. Taylor** (North Western District) explained that owing to different conditions the number of applications varied considerably. In his district the administration of the fund had become almost burdensome. Where there was great demand for assistance the burden should be shared. The effect of his proposal would be to reduce the total number from 84 to 72, and consequently to save administrative expenses. It would, moreover, prove an incentive to branches to increase their membership. On the proposal the N.E.C. had no very strong views. But **Mr. H. Russell** (Stockport) pointed out that the size of the committee had no relation to the amount of work. In fact, more work could be done with a smaller committee. The effect of the proposal would be that some existing members would be dropped in the smaller districts. **Mr. R. Wildgoose** (Yorks District Committee) emphasised these points. The amendment was defeated and the council's proposal was accepted.

The North Western District wished to introduce an amendment which would prevent a district committee from employing as secretary a paid officer of the Association. **Mr. Taylor** explained that its purpose was to prevent any misunderstanding as to the voluntary basis of the fund. **Mr. W. Donan** suggested that each district should do as it pleased. **Mr. Archibald** (N.E.C.) also strongly opposed the amendment. He added that it would be a slight upon the divisional officers to ask for the withdrawal of their services. This amendment, too, was lost.

Photo: Sunbeam Ltd.]

The Lady Mayoress distributing the Benevolent and Orphan Fund Trophies

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Professor Hilton on November 19th, 1936, from the B.B.C. broadcast a warning. The warning was to the effect that while there are many really good and reliable Colleges teaching by correspondence, there are many others which are colleges by name only. He said some so-called colleges rented a couple of rooms in a large building in a well-known street. Some made great promises which they did not intend to fulfil. Some claimed successes they could not prove. In some cases the names of prominent men were quoted who were in no way connected with the working of the college.

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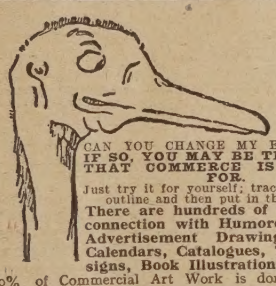

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Compulsory Superannuation

Result of Twenty-four Years' Effort

Presentation to Mr. Lloyd

The morning session ended with a pleasant ceremony to mark Mr. Lloyd's long services to the Association as Hon. Treasurer. Mr. G. W. Coster was prevented from attending owing to a bereavement, and Mr. Armitage made the presentation in Mr. Coster's absence. He detailed the long and valuable services that Mr. Lloyd had rendered. When he became Hon. Treasurer the total funds had been £130,000; and on his resignation they had amounted to over £4,000,000. No man had stood out so prominently as Mr. Lloyd. At times it had been a privilege to oppose him. He had consistently said that they might do as they pleased, but "Lloyd is always right," and it was astonishing how often subsequent events had demonstrated that Lloyd was right. His sterling character and upright personality had been a tower of strength to the Association; and he (Mr. Armitage) asked him to accept the gift of a Lanchester car from the Association. He hoped that Mr. Lloyd would have many years of happiness in driving about in it. Loud and prolonged cheers greeted the President, who said that words failed him in trying to express his appreciation of their kindness.

Perhaps he had been lucky, but what he valued most was the affection of the Association.

Compulsory Superannuation

The publication the week before the conference of the Local Government Superannuation Bill lent added interest to the items of the Annual Report dealing with superannuation. Before the amendments were moved, **Mr. W. Bynes** (Eastbourne) asked whether a backward local authority would be able to adopt the Act of 1922 before the new Act came into force. **Mr. Harrold** (N.E.C.) replied that there was nothing in the Bill to prevent the adoption of the 1922 Act before the "appointed day" on April 1st, 1939. He proceeded to bring up to date the paragraphs in the Annual Report. The N.E.C. were extremely glad to announce that, as was already well known to members, N.A.L.G.O. were on the brink of achieving the result of twenty-four years of effort. The question had been raised in 1914, and since then there had been a Royal Commission, two Departmental Committees, and an optional Bill. Now the principle was at last being completely covered. Not only were all whole-time officers to be within the scheme, but also all the so-called temporary officers. Should a temporary officer complete the requisite period of service he would draw superannuation. The only exception was in respect of casual officers, and the speaker did not think that conference would ask for them to be included. His one regret was that Sir Henry Jackson had not lived to see the completion of his work. They must, however, express their appreciation of the efforts of Mr. Dingle Foot and Sir William Jenkins. The N.E.C. would examine the details of the scheme and do their best to secure the best possible scheme. In the meantime, certain points might be noted. First, existing officers would be able to count all their past service as non-contributory service, and they would be able by making payments to convert their non-contributory service into contributory service. Secondly, existing officers and servants would pay at the rate of 5 per cent. of their salary. New entrants would have to pay 6 per cent. N.A.L.G.O. had resisted this increase, but not to the point of imperilling the principle of compulsory superannuation.

Thirdly, in addition to the usual provision enabling an officer to assign part of his pension to his wife, there was now power for a female officer to assign part to her husband. Fourthly, the age of retirement for nurses was reduced from 60 (or 40 years' service) to 55 (or 30 years' service). Fifthly, free movement of officers would at last become possible because of a complete system of transfer values. Sixthly, local Act schemes would be tightened up so as to include all officers. Finally, Mr. Harrold quoted a paragraph from the Memo. on the Bill: "Its principal object is to ensure, in the interests of efficient local government, that provision shall be made by all authorities for the superannuation of their whole-time officers, and thus to put an end to the diversity of conditions obtaining in this respect, which has long been recognised as restricting the free movement of staff of that category to the detriment of the local government service as a whole."

In moving an amendment on behalf of the Bucks C.O. Branch, **Mr. J. W. Moss** paid a tribute to the memory of Sir Henry Jackson and linked his name with that of the late Wm. Graham. He said that his amendment had nothing to do with anything which was in the Bill, but dealt only with pensions for widows and orphans of serving members. So far as the Bill was concerned the Annual Report called only for congratulation. But he wished to be referred back, so as to get reconsidered the paragraph as to widows' and orphans' pensions. The Report said that after the 1933 Conference only 65 branches expressed themselves in favour of a scheme similar to that of Birmingham. What it did not say was that only 25 branches were against it. The fact was that the branches were not given a reasonable opportunity for consideration. Also the scheme proposed differed materially from the Birmingham scheme. **Mr. Harrold** (N.E.C.) pointed out that any such scheme must be dealt with on an insurance basis, with the result that those in favour of it were mostly those with less good lives. The attitude of the branches was that they could not get their local authorities to agree. If pensions of £60 to £75 were to be obtained, contributions of 2 per cent to 3 per cent would have to be paid in addition to the 6 per cent for superannuation required of new entrants. Local authorities were already faced with increased contributions under the Bill, and he felt that this was not a favourable moment for asking more. **Mr. Freeman** (N.E.C.) added that this was essentially a local and voluntary matter and the branches must take the initiative with their own authorities. They were, for instance, trying to secure the adoption of the Birmingham scheme in Manchester. A speaker from Coventry then explained that this had already been accomplished by his branch. The amendment was lost.

Death Benefit Scheme

Mr. Armitage (N.E.C.) moved a motion to the effect that as the majority of branches appeared to be opposed to a Death Benefit Scheme, no further action be taken. **Mr. R. W. Ramsay** (Leicester City) moved an amendment instructing the N.E.C. to promote a scheme. The cost would be under £2,000 and would greatly assist junior officers.

Mr. E. Thompson (Leicester City) said that only 167 out of 600 branches were opposed and most branches did not reply because they were not given sufficient time. A non-compulsory, non-cumulative scheme in which each member gave one penny would result in benefits of £100. **Mr. Legh-Smith** (N.E.C.) explained that the N.E.C. had considered the matter exhaustively, and the actuary had reported that the contribution required for an immediate scheme would be "quite prohibitive." The speaker considered that it was financially inexpedient at this moment to propose a deferred scheme, in view of proposals which may come up at the next Conference. It could not be a success unless subscriptions were raised; and in view of the groups of officers outside N.A.L.G.O. this would be disastrous. A scheme could be arranged locally, as was done at Liverpool, without making inroads on N.A.L.G.O.'s funds. The amendment was lost, and the N.E.C.'s motion to take no action was carried.

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Salaries and Service Conditions

Service Conditions

A comprehensive motion on salaries and service conditions was moved by **Mr. W. Donan** on behalf of the Yorkshire District Committee. It welcomed the recent comprehensive questionnaire, agreed that depressed conditions in some areas were a potential danger to officers of other districts, and affirmed that a national effort should be made to ensure satisfactory service conditions along with an adequate salary. The speaker emphasised that branches must collaborate with the N.E.C. **Mr. R. Wildgoose** (Yorks) laid stress on the paragraph dealing with depressed conditions. N.A.L.G.O. was necessarily based on local autonomy; but in that system there were dangers. The answers to the questionnaire showed that there were branches where an officer received £100 a year at the age of 21 and had no chance of more unless he was promoted to a higher post. These branches had not asked for assistance because they thought that nothing could be done; but they must realise that their inaction depressed the conditions in other districts. The N.E.C. accepted the motion with a slight amendment; other amendments were withdrawn; and the motion was passed unanimously.

National Whitley Council

Mr. Wilkinson (N.E.C.) used the psychological moment to emphasise that the intention of the previous motion could be best obtained through the National Whitley Council which had at last been re-formed. Thanks to the efforts of the District Committees, Whitleyism was extending throughout the country. The sooner Provincial Councils were set up everywhere, the sooner would national salary scales be obtained. He moved that the Conference record its satisfaction at the revival of the National Council. **Mr. R. Deas** (Edinburgh) moved an amendment to the effect that representations be made urging the immediate functioning of Whitley Councils in those areas where they were not in operation. He pointed out that though established in 1936 the Scottish Council had not yet functioned. **Mr. Wilkinson** replied that it was better to deal with individual authorities than to make representations to the local authorities' association, which had given no assistance at all. The amendment was rejected and the original motion was then carried unanimously.

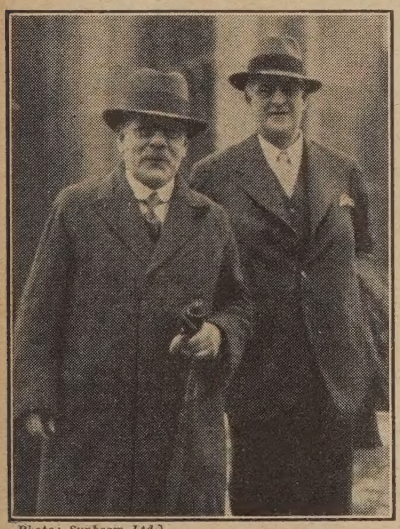

Photo: Sunbeam Ltd.

President W. W. Armitage (*right*) and Vice-President J. L. Holland

—WHITLEYISM— and the HADOW Report

Cost of Living Index

A difference of opinion between the N.E.C. and the Manchester Branch was revealed by a question on the Cost of Living Index Inquiry. **Mr. H. S. Bailey** (Manchester) expressed disappointment at the way in which the N.E.C. had dealt with the matter. Manchester started the business several years ago, but could get no data from the N.E.C. Only 5,600 members were concerned, and 4,000 were in Manchester. Manchester wanted alternative indices, but the N.E.C., for reasons connected with the T.U.C., did not. The N.E.C. would have made a stronger case if they had believed in it, or if somebody from Manchester had been there to put it. This brought **Mr. Allen** (N.E.C.) to his feet. The N.E.C., he said, were very grateful to Manchester for the information that they had supplied. A sub-committee had drafted a memorandum, and this had been submitted to Manchester. Manchester criticised freely, and their whole case was accepted. It would not have been politic for them to raise the question of class-distinction by suggesting different indices for salaries and wages, but they were ready for the question when the Advisory Committee raised it. The real point was that nobody from Manchester had the glory of putting the case to the Committee. The whole service was affected by the inclusion of the bonus in basic salary, and it was for the N.E.C. to express the views of the Association. Manchester's case had been put before the Committee in spite of the absence of a Manchester representative.

Workers' Educational Association

Referring to the support now given by N.A.L.G.O. to the W.E.A., **Mr. Chaston** (N.E.C.) explained that after full inquiry the N.E.C. were convinced that it was a body with whom the Association could affiliate. By affiliation the Association could make use of the W.E.A. lecture courses and week-end schools. Also, the W.E.A. had been prominent in putting the importance of local government before the country, and it was felt that N.A.L.G.O. should recognise this valuable work.

Hadow Report

Referring to the sections dealing with the Hadow Report, a Manchester delegate asked for an explanation of what he regarded as an inconsistency. Did the N.E.C. support the idea of a central advisory committee, or did they contend that the functions of that committee should be exercised by the National Whitley Council? **Mr. Armitage** (N.E.C.) explained that at the meeting of the Committee summoned by the Minister to consider the matter the N.A.L.G.O. representative did not state any particular point of view because it was not considered politic to do so at that stage. A strong feeling was expressed privately by some members of the Committee that the advisory committee might come to advise the Minister and not the local authorities. The N.E.C. was in favour of some kind of committee but did not at this stage wish to be very positive. The sub-committee set up by the Minister's committee did not include a representative of the Association of Municipal Corporations, though the Minister expressed the hope that they would come in. N.A.L.G.O. did not seek membership of that sub-committee because they wished to decide their policy when a report was made. Representations had been made by the National Whitley Council that they should exercise the function of the advisory committee. He (the speaker) was strongly in favour of Whitleyism, but they must deal with the situation as it arose. He asked the Conference to accept the amendment by the North-Western District Committee to the effect that the functions of the advisory committee should be performed by the National and Provincial Whitley Councils.

Mr. L. H. Taylor (North-Western District), in moving the amendment, pointed out that at the moment the Whitley Councils were not carrying out the functions of a Hadow advisory committee, but that the machinery was there and that it could be adapted to the purposes of the Hadow Report. The Lancashire and Cheshire Council spoke with real authority after 15 years' labour. The local authorities in the area would not hand over their functions to some central body. The amendment was not peremptory, but it did insist that there must be some collaboration with the officers, and that the principle of collective bargaining must be introduced. **Mr. A. V. Hirst** (Manchester) opposed the amendment. The central advisory committee, he said, was to be an advisory committee, whereas Whitleyism provides for negotiating machinery. The two functions are quite distinct. Moreover, the Whitley Councils, provide for only a small proportion of the 124,000 local government officers. Of the 16 Whitley areas, councils were functioning only in 4. **Mr. H. G. McGregor** (Manchester) supported this argument by suggesting that obviously the Minister intends to secure the setting up of the committee and does not propose to leave the matter to the Whitley Council. If N.A.L.G.O. opposed the Minister's proposal they would find a committee set up without any provision for the representation of officers. **Mr. N. Wilson** (Birkenhead) added that the Hadow Committee said that there must be one body, and that it should be representative not only of all the local authorities and all the officers, but also of the Board of Education and the Universities. The Whitley Councils did not fill the bill.

Mr. Wilkinson (N.E.C.) retorted that evidently some members wanted education on the principles of Whitleyism. The functions of the National Whitley Council set out in the Report included those intended to be conferred on the advisory committee. If the opposition view prevailed, the clock would be put back on Whitleyism and they would go back on their own previous resolutions. The Conference agreed with him by a majority, though a show of hands was called for.

Luncheon on Saturday.

On Saturday, May 15, 1937, the local Conference Committee of the Isle of Thanet Branch gave a luncheon to the National Executive Committee. Loyal toasts were proposed by the Chairman of the local Conference Committee, P. T. Grove, Esq., LL.B. The toast of the Association was proposed by His Worship the Mayor of Margate, Alderman W. R. Noble, J.P. During the course of his speech the Mayor drew a comparison between the new type of officer now in the Local Government Service and those in the Service some fifty years ago. He also eulogised the British Constitution and praised the work done by Local Government Officials. Mr. W. E. Lloyd, the President, responded to the toast and thanked the Mayor for his generous remarks and for the admirable arrangements made in connection with the Annual Conference.

Post-entry Training

Enthusiasm For Education

The proceedings on the second day were livelier in character, and some good speeches were made both from the floor and from the platform. The session opened with a subject of major importance for which it is sometimes difficult to raise enthusiasm.

Mr. Chaston (N.E.C.) moved a motion calling upon local authorities to take a greater interest in post-entry training and to afford facilities for that purpose. He stated that the N.E.C. would accept an amendment from Manchester urging the N.E.C. to influence local authorities to establish schemes for post-entry training on the lines of the Hadow Report. The local authorities, he said, had done practically nothing for post-entry training, so that they had the anomalous position that the officers, through their sectional organisations, had had to provide their own. There were a few exceptions, such as Manchester, Salford, and Edinburgh. Something more than financial recognition was required. Some authorities gave time off for lectures and gave financial assistance by way of loans or grants. If there were legal difficulties in the way, N.A.L.G.O. would have to see that they were removed. If the motion and amendment were passed, the N.E.C. would prepare a model scheme. **Mr. Roberts** (N.E.C.) emphasised that it was not enough to pass resolutions. There ought to be far more enthusiasm for education among the officers themselves. If branches put into education the kick that they put into service conditions, local authorities would follow suit. Education was the only thing that distinguished officers from the manual grades. **Mr. A. V. Hirst** (Manchester) pointed out that post-entry training included much more than education. What was wanted was a complete system of training. While he congratulated the N.E.C. on the work they had done in securing the establishment of diplomas and degrees, there were other things that wanted doing as well. Manchester had recently secured the acceptance of four of the proposals in the Hadow Report.

Mr. G. R. Bedford (Stockport) moved a resolution expressing the opinion that the passing of professional or academic examinations should secure financial recognition, and that the N.E.C. should approach the local authorities' associations in this matter. There were, he said, still certain authorities who took no notice of such qualifications. They should emphasise their benefit to the community. Financial recognition was an incentive to effort, and at present many junior officers said that the seed was sown but where was the harvest? **Mr. A. V. Hirst** (Manchester), opposing the motion, said that a man was paid for doing his job and not for passing examinations. If passing examinations made him a better officer he would secure promotion the more easily. **Mr. A. F. Hutt** (Manchester) here interposed to say that Mr. Hirst did not represent the views of the Manchester branch on this matter. **Mr. E. M. Hutchinson** (Surrey C.O.) also opposed the motion. His branch would not wish to deprive any officer of any increment that he could get. The difficulty was that the motion imposed a duty upon the N.E.C. to deal with a large number of authorities. This was one only of the items of the Hadow Report, and emphasis upon it would obscure the demand for the full implementation of the Hadow Report and for a national scale of salaries. Their educational policy was to improve their status by improving their efficiency. Experience showed the difficulty of defining the qualifications, and some authorities might turn round and demand the qualifications from all their officers. They should have a full national policy based on the Hadow Report and not on specific independent items. **Mr. Garrard** (N.E.C.) emphasised that while there was much to be said on both sides, they must pass the motion because otherwise they might injure officers who had secured increments. The teachers had recognition for special qualifications, and they were very anxious to encourage local government officers to secure professional and technical qualifications. The motion was carried on a show of hands.

M.P.'s Speeches

The business was then interrupted in order that Conference might hear speeches from Sir William Jenkins, M.P. and Mr. Dingle Foot, M.P. **Sir William Jenkins** began with a tribute to his dear old friend, the late Sir Henry Jackson. No man was more sincere in the work that he had done for local government. Just before his death he had mentioned to the speaker that he had promised to secure compulsory superannuation, and was going to get it. He had called upon the Minister just a few days before his death in order to emphasise N.A.L.G.O.'s anxiety. Sir William then emphasised the importance of local government. He had been a public representative for 37 years; and, strange to say, he had been county councillor for 31 years without an election. If he were asked to choose between parliamentary and local government service, he would unhesitatingly choose the latter. He could there see something definite done. Local government was continuously in the public eye, for every person depended on his local services. Its power was tremendous, but it was calling for greater care and concentration than ever before. It was the bulwark against tyranny. It had produced among its officials men of outstanding ability. He had been a member of the Hadow Committee, and was a member of the sub-committee set up to consider the essential advisory committee. In his opinion the advisory committee should advise the Minister and the local authorities. It must not interfere, but it would provide the machinery for negotiation. Finally, he turned to the problem of the depressed areas. Analysing the expenditure of the Glamorganshire County Council, he showed that, whereas there had been a decline of 12 per cent. in the national poor law figures, there had been an increase of 36 per cent. in his county since 1931. Such conditions as he described were difficult for officers as well as councillors. Whereas the richest county council spent more on other services than Glamorganshire, the rate in Glamorgan was twice that in the other county because of the cost of poor relief.

Mr. Dingle Foot said that Sir William Jenkins' experience of uncontested elections was quite unique. Most elected persons were transient and embarrassed phantoms, whereas officers went on, if not for ever, at least to the retiring age of 65. The resolutions on educational policy showed that N.A.L.G.O. did not exist for selfish ends only. **This year should be one of celebration. Every year since he had been invited to take part in their proceedings there had been discussions on compulsory superannuation. Now the Bills were before them.** He drew attention to certain principles involved. First, part-time officers and servants might be brought in by a simple resolution, a bare majority. On that point there might be argument that servants should be brought in compulsorily. He personally was in favour of that, but he recognised that the whole history of superannuation showed that it must proceed by stages. It would be a simple matter at some future time to extend the Act to servants and part-time officers. Secondly, in every case an officer would count the full contributory service where he was transferred. That was a very great advantage not only to the officers but also to the public service as a whole. Thirdly, there would be a greater measure of uniformity by the modification of local Act schemes. Fourthly, by paying the appropriate sums, non-contributory service could be turned into contributory service. He knew of no other case in pensions legislation where contributions could be paid retrospectively. Finally, he would draw attention to the width of the definition which would bring in temporary officers. Local authorities would no longer be able to evade the Act by keeping officers on a temporary basis. He personally would resist any amendment to whittle this away. These Bills represented remarkable achievement. It took eight years to secure the voluntary Act, and there had been continuous efforts for a compulsory Bill since 1922. King Bruce and the spider had nothing on the N.E.C. In speaking to their parliamentary representatives of their interest in the Bills—and he hoped they would—officers should stress the advantages to the public service as a whole. He would remind them of a passage in the Report of the Departmental Committee of 1928: "We have no doubt that a general superannuation system will raise still higher the general standard of the local government service." Mr. Foot then turned to the problems created by new statutory bodies like the U.A.B. and the Livestock Commission. The N.E.C. were very active in seeing that local government officers did not suffer. The problem was to adapt the forms of government to the needs of the twentieth century. The Tyneside Report was a straw in the wind. Finally, he would remind the Conference of wider political issues. While local government officers were rapidly obtaining protection for themselves, the country had failed to give security to the great mass of the people. The work of the N.E.C. in protecting their own officers was laying precedents for others to follow.

Mr. J. Short (Gateshead) proposed a vote of thanks to the speakers. He, too, deplored the loss of Sir Henry Jackson. Coming from a depressed area, the speaker said that he could reinforce Sir William Jenkins' remarks, and possibly Sir William Jenkins could tell Mr. Foot of a remedy for the lack of security, though it was not a subject that they could debate in conference. The vote of thanks was carried unanimously and by acclamation.

The Holiday Centres

The Conference then turned to the intricate finance of the Holiday Centres. **Mr. R. Wildgoose** (Leeds) moved an amendment viewing in grave concern the expenditure of £15,000 on improvements and replacement at Croyde Bay, and in view of the financial position of the centres asking for statement of the present market value and the number of N.A.L.G.O. members, dependents and others attending the centres. He also moved an instruction not to proceed with the acquisition of further sites and to suspend development and replacement schemes. The Leeds branch had circulated a detailed analysis of the figures since 1931, and Mr. Wildgoose made an exhaustive survey of the position as he saw it. There was a nominal loss of £677, but the actual loss, as he submitted, was much higher. The capital had been taken out of the reserve fund, and he wanted to know how much was

(*Continued on page* 149)

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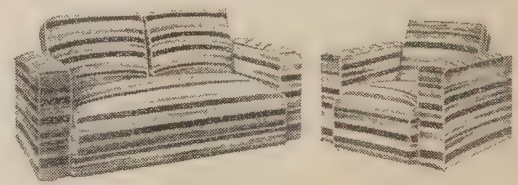

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(*Continued from page* 146.)

left of it and how much was represented by tangible assets. If, as he suggested, most of it was gone, he wanted to know where it would be if another £18,000 were spent ?

The amendments were supported by **Mr. L. R. Moir** (Leeds) and **Mr. F. Sharp** (West Riding C.O.). **Mr. Bolton** (N.E.C.) replied with an even more detailed analysis. He said that the amendment was based on misconception of the replacement scheme and the financial position. The total expenditure on Croyde Bay had been £19,300. After meeting high interest charges, the balance of profit was £9,900, which had been applied in reduction of the capital debt. The land alone could be sold for £5,000, and even after the demolition operations the main block of buildings and other capital assets would remain to an estimated value of £6,000. The total assets of £11,000 did not include the reconstruction or good will. At Cayton Bay there had been a net profit of £3,800. At Cefn-y-Mynach there had been a loss owing to lack of response from members. This had been met by increased charges. Taking the centres as a whole, there had been a gross profit of £20,000 on a capital of £58,000. In spite of increased charges, there was already this year an increase in bookings, and they confidently anticipated an excess, though they were not out for substantial profits. The N.E.C. would give the information asked for in future reports, but could not accept the amendment. The **President** added that he had suggested the periods of ten and twenty years for depreciation, and he thought they were adequate. They had secured an excellent investment for their funds, which was bringing in a higher return than they could get from gilt-edged securities. In spite of the high rate of interest, no less than £13,194 of the capital had been repaid. **Mr. Wildgoose,** who was permitted to reply, did not agree with the valuations given from the platform, nor did he think that the depreciation was adequate for buildings exposed to the sea air. He again asked where the reserve fund was. However, Conference appeared satisfied with the explanations and the amendments were lost.

Mr. W. Strother (Bethnal Green) provided light interlude by asking that a licensed bar should be provided at each centre. Attendance at the camps was at saturation point for several months, and he suggested that the bars would certainly be a financial success. The motion was, however, rejected.

Thrift Scheme.

Questions were raised on the Thrift Scheme by **Mr. H. N. Smawfield** (Oldham). He asked that full details of the scheme should be put before the district committees and a reasonable time for consideration allowed. Most town councils were made up of small shopkeepers, and when officers asked for increased salaries they were met by the argument that they were able to buy at cheap rates and so were being subsidised. **Mr. W. A. Shee** (Gloucester C.O.) pointed out that at Cheltenham the N.E.C. were instructed not to form a trading company until full details had been provided. The report did nothing of the kind, but had been carefully drafted so as to secure carte blanche without explaining the implications. When the building society was formed full details were given in the agenda, and now nothing whatever appeared there. N.A.L.G.O. must be unassailable by outside critics. He accordingly asked for permission to move to refer back the paragraph in the report. **Mr. N. M. Woodcock** (West Riding C.O.) pointed out that trading was being done and profits were being made. The whole thing was chaotic, and the N.E.C. should get on with the job. **Mr. Singleton** (N.E.C.) explained that the paragraph applied not only to the purchase of goods, but also to insurances. The N.E.C. said that if trading was desired a scheme must be prepared and submitted to the next Conference. The formation of a company would enable the branches to trade if they wished, and the question for immediate decision was whether there was to be trading or not. Conference said that there was, and the paragraph in the report was approved.

On Monday, May 17th, the Association gave a luncheon to the local Conference Committee. Mr. W. W. Armitage, the Vice-President of the Association, expressed thanks to the local Conference Committee, to the Mayor and Town Council, and stressed the value of officials gathering together in order the better to render service to the community. Mr. P. T. Grove, the Town Clerk, responded to the toast and expressed appreciation of the remarks and said that what had been done to-day had been done in a spirit of service, and he also expressed appreciation of the assistance he had received from the members of the Committee, the Entertainment Manager, the Director of Education in connection with Beano, and Mr. Darby and Mr. Enerby.

Minor Business.

The rest of the business went through with remarkable celerity. An amendment to the rule as to casual vacancies was agreed to without discussion. **Mr. Newton** (N.E.C.), in making his swan-song as chairman of the B. and O. Fund, welcomed the increase in the percentage of members from 59 to 60.2, but said that it was still not good enough. The contributions were much smaller than those of the N.U.T., and they were unable to make the grants they desired. **Mr. H. A. Jury** (Metropolitan District) pointed out in a later paragraph that the figure did not include life members. Finally, a question was asked from the floor as to the policy of the N.E.C. in respect of the service conditions of nurses. **Mr. Wilkinson** (N.E.C.) announced that the N.E.C. firmly endorsed the policy of the forty-eight hour week for nurses and other persons in institutions. Thereupon the annual report was carried unanimously. **Mr. J. W. Neilson** (Glasgow), in moving a vote of thanks to the N.E.C., mentioned particularly the work of the hon. treasurer and the hon. officers. The motion was carried with acclamation, and **Mr. Armitage,** in responding, referred especially to those members of the N.E.C. who were retiring this year. The president had been assisting them since 1915 and was about to retire from the service. Mr. Willett, who was elected in 1918, was unfortunately compelled to resign through ill-health, and it was proposed and agreed that a telegram should be sent to him. Mr. Whinnerah had been chairman of the Provident Society since 1927. Messrs. Coster and Greenhalgh had, with Mr. Roberts, come over from the Poor Law Officers' Association, and were now going into retirement. Mr. Newton was leaving the N.E.C. owing to the changed position of the B. and O. Fund. All these had rendered yeoman service.

The items outside the annual report were not of great interest. A motion moved by **Mr. F. A. Bristow** (S.E. District) asking the N.E.C. to consider the rearrangement of the Conference agenda, or limitation of formal speeches, was carried, though **Mr. Armitage** (N.E.C.) said that there had recently been great improvement. A motion by **Mr. H. Russell** (Stockport) asking for the arrangement of departmental or sectional meetings was lost.

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Mr. Hill, General Secretary and (right), Mr. B. C. Darbey, Conference Secretary

YOUTH'S Challenge

A code of professional conduct

"The Challenge"

Mr. F. L. D. Flintoff (East Ham), in a remarkable maiden speech, asked the N.E.C. to prepare a code of Professional Conduct.

In rising to propose on behalf of the East Ham Branch that a Code of Professional Conduct be prepared for the guidance of members of this Association, he emphasised that the motion was not the product of incidents but the prelude to a policy—a policy which he hoped to show would do something to make N.A.L.G.O. a still greater force in the service of the Local Government Officer and the General Public.

Continuing, Mr. Flintoff said :

I am a young member and my youth adds to the difficulties involved in proposing a motion the advocacy of which must have some critical content. So allow me to preface that criticism with the honest statement that no mere words can give expression to the admiration I have for this Association and for the enthusiasm of those members and past members who built it.

But I must emphasise that enthusiasm is not a characteristic of the general body of our membership—apathy is the sentiment that rules. Worse than that, there is no denying that contempt of N.A.L.G.O. frequently finds expression among some members.

I remember plainly my own inauspicious introduction to N.A.L.G.O. when I joined the service. A fellow junior remarked to me : "We have an Association here you know. It costs 1od. a month, but you get a free book worth 3d. every month and you get a discount at the local shops that enables you to save the cost of your subscription." That young man had then been in the service a considerable time. Such was his impression of N.A.L.G.O.

What is the cause of this attitude ?

I suggest that the cause is the complete lack of an ideology behind the policy of this Association. We need a new spiritual impetus to catch the imagination of youth and to direct the consistent energy of the mature officer. In other words we need professional status ; but we must approach that goal in the realisation that the professional status of, say, the doctor is a product of his idealism. It follows from his services to humanity—the prevention of pain.

Our professional status can only come from the dedication of our lives to public service and from the preaching of the gospel to old and young, in the service and outside the service, that the local government officer has given his life to the satisfaction of those needs of the general public which are best served by a local authority not wholly from a desire for personal gain but because the service of his fellows in that capacity is a noble calling worthy of great ability and constant endeavour.

That is the ideal which my Branch are hoping will secure the approbation of this Conference.

But though an ideal it is not lacking in suitability for immediate practical application nor is it lacking in consideration for the more material well-being of the officer.

The immediate practical application of this policy is the building up of a Code of Professional Conduct which will be the first shot in the battle to acquire status for our members. It is the first step towards membership of N.A.L.G.O. becoming just such an honour as is membership of the British Medical Association. A body which gives but demands nothing in return can well be considered parasitic by the public and merely benevolent by the members. But when N.A.L.G.O. becomes the stern guardian of the Local Government Service we will earn the thanks of the public and the respect of our members.

As to the effect of this policy on service conditions, I am confident that public appreciation of the service rendered by the local government officer will be a logical conclusion of its adoption. With that appreciation will come recognition of a status which demands adequate salary scales.

Do not say that a professional Code is unnecessary. Ours may be the cleanest local government service in the world, but none will deny that there are lazy officers, incompetent officers and officers who regard personal gain as infinitely more important than public service. It is our duty to safeguard the public and N.A.L.G.O. by disciplining these people. I appeal to you to allow the National Executive Council to create the machinery for this necessary duty.

Lastly, do not regard the ideal behind a Code of Conduct as impossible of achievement. No great movement can exist without idealism, and we must harness the imagination and gallantry of youth as well as the steady ambition of maturity to this grand social purpose.

Please show your confidence in a greater future for local government by giving a unanimous vote in favour of this motion. What is more, return to your branches determined to press this ideal so that this generation can improve our service if not as far as Utopia, at least to an extent comparable with the colossal improvements wrought by the generation which founded and built the National Association of Local Government Officers.

Relief of Distress in Spain

Mr. S. H. Brodie (Glasgow) thought that the matter should be remitted for consideration by the N.E.C. in the first instance, but **Mr. Newman** (N.E.C.) thought that such a reversion was quite unnecessary. They could and would produce a code of professional conduct. **Mr. Roberts** (N.E.C.) added his tribute to Mr. Flintoff's speech. Inspiration of this kind had been needed from the beginning. Thereupon the Glasgow amendment was withdrawn and the motion was carried with one dissentient.

A debate took place on a motion by **Mr. F. W. Jolly** (Walthamstow) that the N.E.C. should consider the making of grants for the relief of distress in Spain. He appealed to the Conference on the ground of humanity. **Mr. J. Young** (Kent C.O.) said that this was no ordinary or localised tragedy. It was a thousand times more tragic than the Gresford disaster. This was no political matter. **Mr. V. J. Luck** (Brentwood) said that while the motive of the movers might be humanitarian, the action would be regarded as political, since the administration was primarily in the hands of parties of the left. **Mr. F. Hickman** (Bermondsey) denied this, and but for the president's intervention the discussion might have become fast and furious. The **President** said that the real question was whether they were to use the funds of the Association for every humanitarian project. He asked if Conference was ready to vote. Conference said that it was, and rejected the motion.

Motions requesting the N.E.C. to investigate the question of the extension of the Health and Pensions Acts and of occupational diseases were carried, as was a change in the rules as to retired members. Conference then discussed a motion by **Mr. H. S. Bailey** (Manchester) asking that branches with 1,000 or more members should retain 40 per cent of subscriptions. He explained that for their 4,000 members they had to maintain a paid staff, and that they were urgently in need of more funds. **Mr. Archibald** (N.E.C.) stated that the N.E.C. were aware that some branches had difficulties, and that this applied to small branches as well as to large branches. He proposed an amendment to refer the whole matter to the N.E.C., and this was carried.

Motions dealing with the method of voting at Conferences were on the paper, but an amendment from the North-Western District, asking the N.E.C. to consider the matter and report was accepted by the N.E.C. and carried.

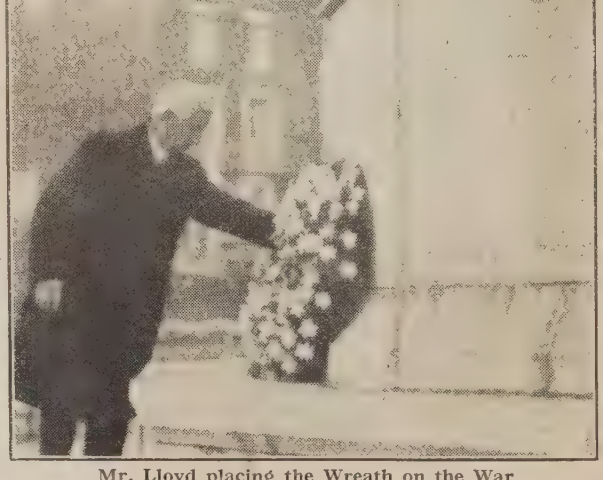
Induction of New President

The business being over, **Mr. Lloyd** invested Mr. Armitage with the presidential chain. After detailing Mr. Armitage's services to N.A.L.G.O., Mr. Lloyd said that if the new president received one-half of the affection showered upon the old he would be very happy. He was in every way qualified for his high position. **Mr. Armitage** expressed his sense of the great honour conferred upon him, and said that he would do his best. The coming year was one of fundamental problems, and he asked for assistance in the execution of his onerous duties. He hoped that at the end of the year he would be able to announce a membership of 100,000. He then conferred the insignia of ex-president on Mr. Lloyd, and expressed the Association's sense of obligation to the retiring president. Mr. Lloyd, who was received with musical honours, was almost overcome with emotion, and tendered thanks to all those who had assisted him in his year of office.

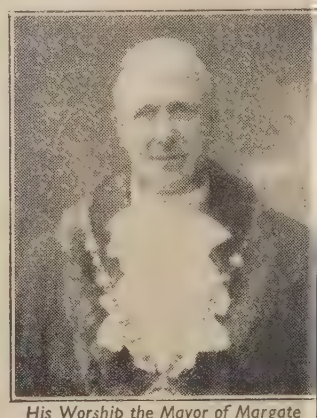
Sunday at the Margate Conference

At 9.30 on Sunday morning, May 16, several hundred delegates assembled at the Winter Garden, Margate. Led by the president and accompanied by members of Parliament and distinguished visitors, the delegates proceeded to the War Memorial, Trinity Square, where the president laid a wreath on the memorial. The procession afterwards went to Holy Trinity Church, where a special conference service was conducted by the Reverend E. A. Cook, M.A. An excellent sermon, which appealed to Local Government Officers, and which was particularly apt for the occasion, was delivered. The minister addressed the gathering as experts in their own particular spheres and said that it was good that people should be experts in a sphere which so closely affected the welfare of the community. Relating his own experiences, the minister said that when he was abroad, a doctor, an engineer, and himself, each of whom was incapable of doing the others' work, had combined their efforts and had been able to render service by this means. He also said that it could not be expected that a town clerk could do the work of the borough surveyor, but that combined together, local government officers were rendering a useful service to the community. Those present at Holy Trinity Church must have been deeply impressed by the admirable sermon on the subject of service.

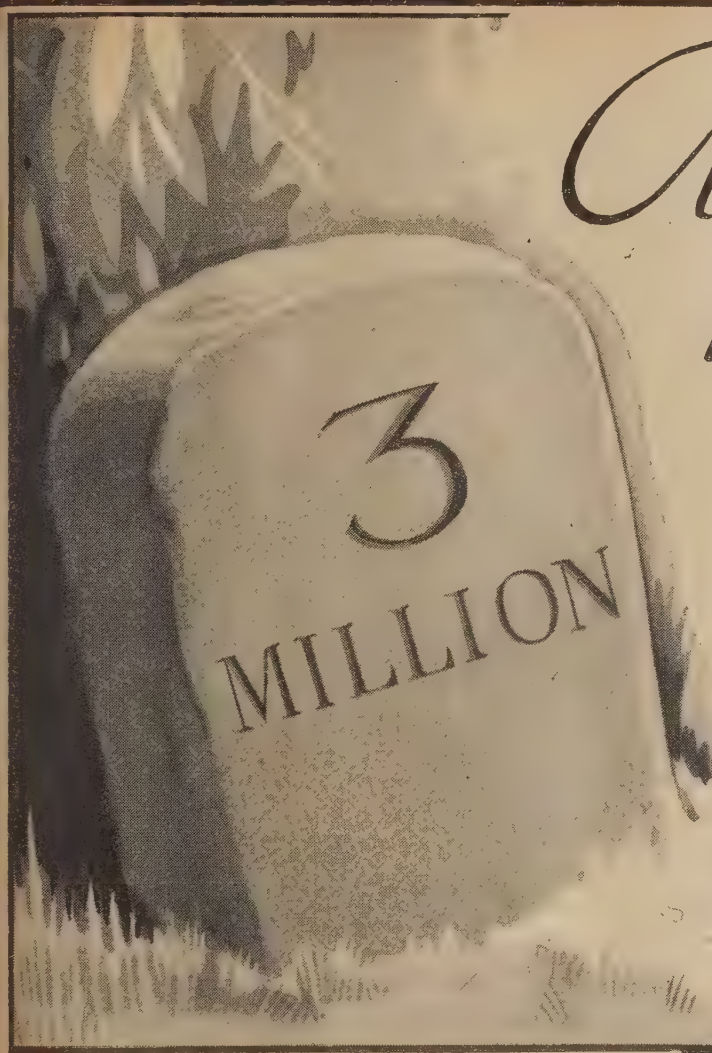
The Mayoress of Margate
(Mrs. W. R. Noble)



Mr. Lloyd placing the Wreath on the War Memorial at Margate



His Worship the Mayor of Margate
(Alderman W. R. Noble, J.P.)



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North-Eastern and Yorkshire Districts: W. Cecil Wood, 12, East Parade, Leeds. Telephone: Leeds 24861.

East Midland, West Midland and South Wales Districts: J. E. N. Davis, York House, Great Charles Street, Birmingham. Telephone: Central 1836.

South Eastern, Southern and South Western Districts: F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.

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COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: December, 51; January, 51; February, 51; March, 51; April, 51; May, 52. The percentage increases in each of the five groups on which the index figure is based are as follow:

	Mar.	Apr.	May
Food	35	35	36
Rent	59	59	59
Clothing	95	100	100
Fuel and Light ..	80	80	80
Other items ..	75	75	75

IMPORTANT DATES

June 24.—Renewal premiums due on "Nalgo" Household Insurance Comprehensive Bonus Policies.

June 25.—Meetings of the Committees of the National Executive Council in London.

June 26.—Meeting of the National Executive Council in London.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:—

APRIL 23

44/BO/37

(To each branch secretary.)

Concerning the Benevolent and Orphan Fund Purse Session at the Annual Conference, Margate, and enclosing a Purse Envelope in which to forward contributions.

APRIL 28

43/AS/37

(To each local correspondent of the Approved Society.)

(a) Enclosing a supply of notices of the annual general meeting of the Society for distribution among the members of the Society.

(b) Enclosing copies of the annual report of the Committee of Management and a copy of the Form 444/AGD.

(c) Stating that further copies of the agenda and annual report are available.

45/ED/37

(To representatives attending the Annual Conference, Margate.)

Enclosing a copy of the agenda for the meeting of education correspondents attending the annual conference and stating that where a branch is not represented at the conference by its education correspondent, any other representative will be welcome.

46/CONF/37

(To members of the National Executive Council, the honorary officers of the Association, and the representatives of district committees, branches and sectional and professional organizations.)

(a) Enclosing a copy of the final agenda (containing division cards) and a copy of a leaflet for notifying travelling arrangements.

(b) Regarding voting at the annual conference.

(c) Stating that entries for the conference sports competitions will be accepted up to May 1st.

(d) Reminding delegates that applications for tickets for the various functions at conference must be sent at once.

MAY 6

47/GEN/37

(To each branch secretary.)

Announcing the introduction into Parliament of a compulsory superannuation Bill and enclosing a copy of a memorandum setting out the more important provisions of the Bill.

Notice

To Members of Boots Booklovers Library.

In response to the suggestion of members it has been decided that in future years the renewal date for subscriptions to Boots Booklovers Library shall be the 1st of May of each year instead of the 1st of August as previously.

As a consequence subscribers are reminded that their subscriptions will become due on the 1st of August, 1937, for the period commencing on that date, and ending on the 30th of April, 1938. Thenceforth, the renewal date will be the 1st of May.

A reduction in the subscription for this short period will be made.

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Summing Up

THE Margate Conference has now passed into history. The Association's Annual Conferences have usually been characterised by the quality and dignity of the discussions. It was hardly to be expected, however, that amendments of rules and purely domestic business which figured so largely on this occasion would call forth passionate, spontaneous speeches, and one must frankly confess that Saturday's session was comparatively dull and uninteresting. The proceedings on Monday, however, became much livelier, and a speech which appealed to youth, maturity and old age in support of a motion to establish a code of professional conduct was an outstanding feature of the proceedings. Would that more of our young members would develop a more serious and dignified outlook with regard to the Local Government Service as a career, and come forward to Conferences and express themselves freely, thus assisting to maintain the reputation of the Service. There is much latent talent amongst our members and those who were privileged to attend Conference this year must have been well pleased with some of the representatives who attended for the first time.

After several years working in close harmony, it is always difficult to bid farewell. No one present at the Conference proceedings on Monday could help but be tremendously moved by the President's leave-taking. It was a touching scene, and evidently the representatives felt that they were losing not only a president but a friend. Such was the farewell of Mr. Lloyd, whose spirit of service should be a shining example to every member of the Association.

Conference also bade farewell to Mr. Whinnerah, who has for many years been a member of the National Executive Council. Mr. Newton also received the best wishes of Conference on vacating his position as Chairman of the Benevolent and Orphan Fund Management Committee.

Mr. G. W. Coster, Past President of the Association, was unfortunately unable to be present. The good wishes of Conference were accorded to him on his retirement from the National Executive Council. Mr. F. W. Greenhalgh, who joined the National Executive Council on the amalgamation of the Poor Law Officers' Association, has now resigned his seat, and in a letter of thanks expresses his appreciation of the friendship accorded to him during his membership of the Council. All the representatives co-opted under the amalgamation scheme have now retired with the exception of Mr. C. A. W. Roberts, who has been elected as a representative of the North Western District. Thus passes another phase; co-option has been concluded and one must express a deep appreciation at the harmonious working which has characterised the meeting in which the co-opted representatives have taken part.

Mr. Willett, who was unfortunately unable to attend the Conference through illness, has retired from the Council, and the good wishes of Conference were conveyed to him together with an expression of the hope that he would soon be restored to normal health.

There is something a little sad about these farewells. One reflects on the services rendered in high office by members of the Association, and one is tempted to recall the foundations which they have laid and upon which the Association has been built. There was, however, ample evidence at the Conference that there is room for youth, and the present generation takes seriously its duty of handing on the torch so that we may progress from victory to victory.

The announcement at the Annual Conference that a Compulsory Superannuation Bill had been introduced was deservedly received with acclamation. This is a great triumph for the Association and serves to show how dogged determination can achieve much in the interests of Local Government Officers. The introduction of this Bill is a triumph and the passing of the Compulsory Superannuation Act will be the crowning of twenty-four years' continuous work.

One could hardly say that the Agenda was loaded with motions which would provoke lively discussions or induce speeches which would have what is commonly called "news value." It is interesting to note that two of the items upon which Conference did not spend too much time have been referred to by the general Press. The question of the establishment of a Bar at the holiday camps received wide publicity, and there was a little light entertainment for the representatives on Monday afternoon on this subject. The relief of distress in Spain was another topic in connection with which the debate did not reach a particularly high level, but which received the notice of the general Press.

One of the principal points of debate at Conference related to Whitleyism. It is a pleasure to record that every district has now expressed itself in favour of the establishment of Whitley Councils and that during the past year the National Whitley Council has been re-formed. Progress is being made and the review of the work of Whitley Councils presented to Conference is gratifying.

One of the motions submitted to Conference related to salaries and service conditions of officers. The National Executive Council, ever mindful of the needs of officers will have to give serious attention to the motion passed at the annual conference asking them to consider this matter.

One cannot make reference to Conference without paying tribute to the excellent work of the Local Conference Committee. The President of the Isle of Thanet Branch, Mr. P. T. Grove, Town Clerk of Margate, and his colleagues are to be congratulated upon the arrangements made.

Although but a few weeks have passed since the conclusion of the Conference, one already begins to think of Blackpool, where the next Annual Conference will be held. The President has retired; Long Live the President! May the Association progress in numbers and in power. May the Blackpool Conference be even more successful than the one held at Margate, and may we then be able to announce a membership of one hundred thousand!

It is With Deep Regret

that we record the death of **Mr. J. W. Forster**

which occurred on Monday, April 23rd, 1937, after a long illness.

From 1906 until 1916 Mr. Forster was honorary treasurer of Nalgo and also a vice-president of his local branch. He was for thirty years Borough Treasurer of Tunbridge Wells. He was a member in 1922 of the Advisory Committee of the Ministry of Health on financial statistics and other financial matters relating to local authorities. He was a Fellow of the Institute of Municipal Treasurers and Accountants (incorporated), and in November, 1916, was unanimously elected President. This office he held for 3½ years. From 1912-1914 he was Editor of the "Financial Circular." In 1913 he was Chairman of the Metropolitan and South Eastern Branch of the Institute. He was also a Fellow of the Society of Accountants and Auditors (Incorporated), of the Royal Statistical Society and a member of the Institute of Public Administration.

Few men have distinguished themselves in municipal service to the degree which Mr. Forster attained, and his passing will be mourned not only by his intimate friends and colleagues, but by all those who appreciated his genius for the administration of financial affairs.

National Executive Council

RESULT OF THE POLL

The following is a list of candidates elected to the National Executive Council 1937-8:—

METROPOLITAN DISTRICT No. 1.

Name	Official Position	Class of Authority	Votes Received
1. Baker, J. T.	Rate Collector, Lambeth M.B.	M.B.	6206
2. Pinches, A.	Chief Electricity Collector, Croydon C.B.	C.B.	5155
3. Garrard, A. A.	Assistant Secretary to the Education Committee, East Ham, C.B.	C.B.	5052
4. Young, E. A. S.	Assistant Director of Education, Willesden B.	B.	4558
5. Cox, F. E.	Assistant Chief Relieving Officer, London County Council	C.C.	3543
6. Barton, F. D.	Borough Engineer and Surveyor, Hammersmith M.B.	M.B.	3314
7. Worden, L.	Town Clerk, Hendon B.	B.	3252

NORTH WESTERN AND NORTH WALES DISTRICT No. 2.

Name	Official Position	Class of Authority	Votes Received
1. Freeman, T.	Chief Accountant, City Treasurer's Dept., Manchester C.B.	C.B.	12313
2. Wilkinson, J. W.	Deputy Town Clerk, Southport C.B.	C.B.	11986
3. Singleton, J. W.	Borough Librarian, Accrington B.	B.	10799
4. Riley, E. L.	Superintendent of Lettings, Housing Dept., Liverpool C.B.	C.B.	10064
5. Roberts, C. A. W.	Manager, Walton Hospital, Liverpool, C.B.	C.B.	9952
6. Taylor, L. H.	First Committee Clerk, Salford C.B.	C.B.	8475
7. Mason, E. H.	Assistant Traffic Superintendent, Transport Dept., Manchester C.B.	C.B.	7825
8. Warren, J. H.	Clerk of the Council, Newton-in-Makerfield U.D.C.	U.D.C.	7196
9. Robinson, C. S.	Town Clerk, Blackburn C.B.	C.B.	6802

NORTH EASTERN DISTRICT No. 3.

Name	Official Position	Class of Authority	Votes Received
1. Grainger, V.	Senior Grade Clerk, City Treasurer's Dept., Newcastle-on-Tyne C.B.	C.B.	3679
2. Heron, R. E.	Chief Clerk, Education Dept., Sunderland C.B.	C.B.	3145
3. Vince, J. W.	Clerk, Education Committee, Durham C.C.	C.C.	2751

YORKSHIRE DISTRICT No. 4.

Name	Official Position	Class of Authority	Votes Received
1. Allen, H.	Senior Clerk, Treasurer's Dept., West Riding C.C.	C.C.	6640
2. Bolton, A. G.	Senior Accountancy Assistant, Harrogate B.	B.	5909
3. Nolan, T.	Senior Clerk, Electricity Dept., Leeds C.B.	C.B.	5319
4. Sopwith, R. E.	Senior Inspector of Schools, Education Authority, Sheffield C.B.	C.B.	4347
5. Clark, J. H.	2nd Assistant (Rates Section), City Treasurer's Dept., Wakefield C.B.	C.B.	3884

EAST MIDLAND DISTRICT No. 5.

Name	Official Position	Class of Authority	Votes Received
1. Day, A. B.	Surveyor of Buildings, Education Dept., Nottingham C.B.	C.B.	2836
2. Rumsey, L. E.	Clerk of the County Council and Clerk of the Peace, Leicestershire C.C.	C.C.	2708
3. Chaston, J.	Clerk to the Council, Kettering U.D.C.	U.D.C.	2680

WEST MIDLAND DISTRICT No. 6.

Name	Official Position	Class of Authority	Votes Received
1. Harrod, F. H.	Director of Education, Coventry C.B.	C.B.	3613
2. Stone, G. A.	Controller and Licence Officer, Taxation Dept., Worcestershire C.C.	C.C.	3494
3. Taylor, H.	Deputy Town Clerk, Stoke-on-Trent C.B.	C.B.	3251

EASTERN DISTRICT No. 7.

Name	Official Position	Class of Authority	Votes Received
1. Bacon, E. F.	Superintendent, Attendance and Juvenile Welfare Dept., Education Committee, Norfolk C.C.	C.C.	1672
2. Ogden A. Denton	Chief Sanitary Inspector, Chelmsford R.D.C.	R.D.C.	1311

SOUTH EASTERN DISTRICT No. 8.

Name	Official Position	Class of Authority	Votes Received
1. Baker, W. A. N.	Chief Sanitary Inspector, Maidstone B.	B.	2390
2. Altoun, H J.	Rating Officer, Hastings C.B.	C.B.	2104

SOUTHERN DISTRICT No. 9.

Name	Official Position	Class of Authority	Votes Received
1. Griffiths, D. L.	Town Clerk, Aldershot B.	B.	2071
2. Merriman, F. V.	Chief Education Officer, Reading C.B.	C.B.	1409

SOUTH WESTERN DISTRICT No. 10.

Name	Official Position	Class of Authority	Votes Received
1. Newman, C. J.	Town Clerk and Clerk of the Peace, Exeter C.B.	C.B.	3040
2. Stead, E. J.	County Surveyor, Somerset C.C.	C.C.	2118

SOUTH WALES AND MONMOUTHSHIRE DISTRICT No. 11.

Name	Official Position	Class of Authority	Votes Received
1. Gould, A. J.	Clerk of the Rhondda and Pontypridd Guardians Committee, Glamorgan C.C.	C.C.	2510
2. Llewellyn, G.	Chief Clerk, County Accountant's Dept., Monmouthshire C.C.	C.C.	2490

SCOTTISH DISTRICT—GLASGOW AREA No. 12 (1)

Name	Official Position	Class of Authority	Votes Received
Archibald, A. G. M.	Chemist, Chemist's Dept., Glasgow B.	Burgh	Returned Unopposed

SCOTTISH DISTRICT—EAST AND NORTH AREA No. 12 (2).

Name	Official Position	Class of Authority	Votes Received
Pope, H. G.	City Assessor, Aberdeen B.	Burgh	Returned Unopposed

SCOTTISH DISTRICT—SOUTH AND WEST AREA No. 12 (3).

Name	Official Position	Class of Authority	Votes Received
Brown, J.	Chief Committee Clerk, Lanarkshire C.C.	C.C.	755

FOR TWO REPRESENTATIVES OF THE WOMEN MEMBERS.

Miss I. Stansfield, Assistant, Juvenile Employment Bureau, Education Dept., Manchester C.B. .. 24697

Miss L. H. Wooldridge, Inspector of Health Visitors and Midwives, Staffordshire C.C. .. 23678

—leaving the Council—

Mr. T. W. BOTTOMLEY

Assistant Education Officer

County Borough of Dewsbury Education Committee, was a prominent member of Keighley Branch from 1921-9. He has been honorary secretary of the Dewsbury Branch from February, 1933, to present time; a member of the Yorkshire District Committee and of the Executive Committee; a member of the Area Education Committee and a member of the National Executive Council from 1936-37.

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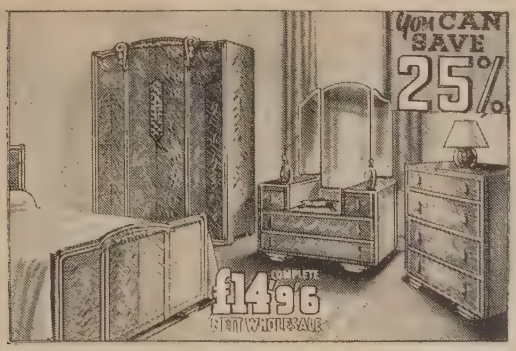

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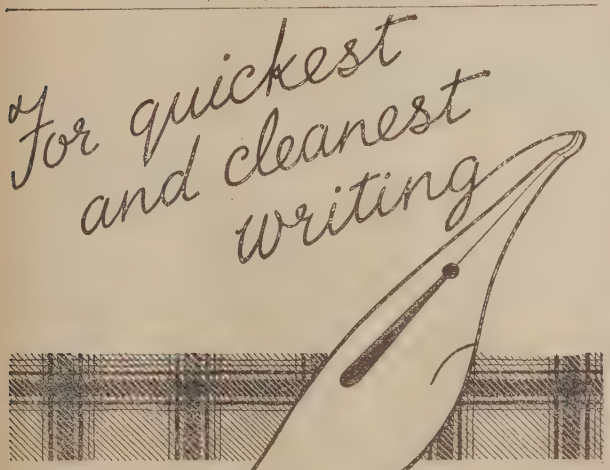

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PUBLIC RELATIONS OFFICER

THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS invites applications for the position of PUBLIC RELATIONS OFFICER at a commencing salary according to qualifications and experience but not exceeding £750 per annum. The officer appointed will be expected to act as Editor of "Local Government Service." The Association has adopted a superannuation scheme on the lines of the Local Government and Other Officers Superannuation Act (1922). Experience in Publicity work is desirable, and some journalistic experience is essential. Applications, stating age, education, qualifications and experience, with copies of not more than three testimonials, must be received by the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1., not later than June 30, 1937.

Mr. E. G. Whitney

Chairman

Port of London Authority

Branch

The Port of London Authority (Upper Division Staff Branch) was formed in 1927, and Mr. E. G. Whitney has been a member of the Executive Committee since its inception. He is chairman for the present year, and such is the general esteem of his ability that this is the fourth occasion on which he has held the office of Chairman.

In Metropolitan District affairs he has shown great interest, and has served on the General Purposes Sub-Committee for a number of years. His many friends were delighted when in 1935 he was elected to the National Executive Council, and during the past two years N.A.L.G.O. activities, Branch, District and National, have claimed much of his leisure—although his musical and dramatic interests have not been entirely forgotten. It is the earnest hope of those who know him best that his absence from the National Executive Council will be of short duration.

Scottish Notes

Whitley Council

On April 22 the County Councils Association decided not to send representatives to our Whitley Council. While we regret the decision, we cannot say that it was unexpected. The County Councils, with a few notable exceptions, always lag behind. It is the same in everything. One finds a few well-informed members of these bodies—members who take a really intelligent interest in public affairs, but the great mass of them are parochially minded, and a National Council of any kind is always in their minds suspect. However, there are, thank goodness! the few Councils with a larger outlook and four of these are now being asked to send direct representatives so as to complete the Council and let us get ahead.

Ayrshire

Some progress has been made with our application to the County Council for a new grading scheme, and the Divisional Secretary has had one or two interviews with Mr. Shaw, the County Clerk on the subject. We are not yet, however, in a position to report on the negotiations. An application for a revision of the Kilmarnock grading scheme has been made to the Town Council.

Eastern Borders Branch

On May 6 a good meeting was held in Hawick. It was partly of a propagandist nature, and we believe our membership was increased as a result. Mr. Pollock, the Town Clerk, presided, and addresses were delivered by Mr. Wood, the President of the Branch, and Mr. Mortimer. Before the meeting tea was served. It was felt that the decision of the Branch to hold such meetings from time to time was a wise one since only in that way can interest be maintained in so widely scattered an area.

Lanarkshire

Several applications for revision of salary have now been made to the County Council, and these will in due course be considered.

Summer School

There are now quite a number of enrolments, and it looks as if we are to have a record attendance. Those who intend to go to the school should therefore send in their forms without delay. The school is open to all members of the Association and also to members of Local Authorities. It is held at St. Andrews University from July 3 to 10. Full particulars can be obtained from Mr. J. M. Mortimer, 67, West Nile Street, Glasgow.

Informal Travels

To most people the opportunity comes at least once a year to break away from the routine of life and enjoy a spell of complete change, both in occupation and environment. A "cargo-boat" holiday is completely informal and possesses the unusual virtue of being "different" from the ordinary run of holiday arrangements. Bracing sea air, absence of formality, new and interesting aspects of foreign countries or home ports, are features of a cargo-boat holiday.

Why not take advantage of these arrangements made for you by Nalgo? It is a good idea to make up a small party. Details may be obtained from the Secretary, N.A.L.G.O. Special Activities Department, 24, Abingdon Street, Westminster, S.W.1.

OBITUARY

We deeply regret the loss of one of our oldest and best members in Scotland in the person of Mr. William Watson, Burgh Engineer of St. Andrews. Mr. Watson died in a nursing home in Edinburgh on May 5. He was widely known and highly respected in Local Government circles and his funeral was very largely attended.

DEAF?

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MAXADE

National Association of Juvenile Employment and Welfare Officers

Annual Meeting in London

The Annual Meeting of the National Association of Juvenile Employment and Welfare Officers was held at the Westminster City Hall, London, on Monday and Tuesday, April 19 and 20. The retiring President (Mr. J. Wale Smith, Willesden) occupied the chair during the earlier part of the proceedings. A large number of members and representatives attended. Mr. J. Wale Smith was accorded an enthusiastic vote of thanks for his splendid services to the Association during the two years he had occupied the office of President. Mr. E. G. Greenwell (Manchester) was presented with an inscribed copy of a resolution of appreciation, together with a writing set, by Members of the Association on his retirement from the position of Honorary Secretary, an office which he had held with distinguished success from 1928-1936.

Miss E. M. Wanstall, M.A. (Newcastle-upon-Tyne), was elected President; Mr. E. G. Greenwell (Manchester), Vice-President; Mr. Frank Booth (Birmingham), Hon. Secretary; and Mr. James Fogg, M.B.E. (Liverpool), Hon. Treasurer, for the year 1937-38.

The Presidential Address given by Miss Wanstall on "The Spirit of the Juvenile Employment Office" was the outstanding feature of Monday's proceedings. Many tributes were paid to the style, insight, and vision of the address.

On Tuesday morning most of the session was occupied with an address by Mr. Paul Brind of the Ministry of Labour on "The administration of Junior Instruction Centres and their contribution to the maintenance of employability and the improvement of Vocational Guidance," and the subsequent discussion. Mr. Thos. Walling, M.A., Director of Education, Newcastle-upon-Tyne, and Mr. W. J. Williams, M.A., Director of Education, Cardiff, addressed the meeting in the course of the discussion on Mr. Brind's speech.

The Annual Luncheon took place on Tuesday at the Florence Restaurant, Rupert Street, W.1, at which the principal guest was Mr. Ernest Bevin, President of the Trades Union Congress General Council. In proposing the toast of the Association Mr. Bevin made an eloquent appeal for a "real plan in industry" for the scientific regulation of entry and training. He suggested a joint examination of the problem by State departments, education authorities, industrialists, and trade unions.

The report of the Executive Committee of the Association referred to the increase in the membership, and the growing amount of business to be dealt with consonant with the development of the Association. With a view to facilitating the activities of the Executive and the officials it was agreed to increase the amount of the annual subscription for full Members to £1 1s., and that of Associate Members to 7s. 6d. Several important matters were referred to the Executive for report including the procedure to be recommended in the administrative work involved in the consideration, preparation, and issue of exemption certificates under the Education Act, 1936; Trade Board Rates, viewed in the light of the increase in the School Leaving Age, etc.

Mr. James Fogg, Honorary Treasurer, submitted a report of the Executive Committee on "House to House Canvassing and Bill Distribution" prepared in relation to a Notice of Motion from the Wakefield Juvenile Employment Committee considered at the Leeds Conference in September, 1936.

Mr. Percival Smith, Birmingham (in the absence of Miss M. Stuart Miller, M.B.E. Birmingham), spoke on the Factories Bill, 1937, and short papers on "Our Difficulties" were read by the following members:

(a) Large industrial—by Mr. R. Anstis (West Bromwich).

(b) Small industrial—by Mr. E. J. Barlow (Farnworth).

(c) County central—by Mr. L. G. Briars (Buckinghamshire).

(d) Seaside—by Mr. N. Keld (Scarborough).

(e) Small market-town—by Mr. C. A. Rouse (Hereford).

(f) Depressed area—by Mr. S. H. Luxford (Merthyr Tydfil).

It was agreed to hold the Autumn Conference at Scarborough, September 18 to 21, and that in addition to the usual business of the Association special consideration be given to the subject of "Education and Training for Industry." Visitors welcomed by the Association included Councillor J. E. Scanlan, J.P., Chairman of the Newcastle-upon-Tyne Juvenile Employment Committee, Mr. H. Emmerson, Assistant Secretary in charge of the Juvenile Branch, Ministry of Labour, Whitehall, S.W.1, and several Chairmen of Education Committees and Juvenile Employment Committees, and Directors of Education from Metropolitan Boroughs and the Provinces.

"Less-Hygienic" Schools

Village schools which "lag behind" the homes of the scholars in hygienic conditions, and where health teaching loses its significance, are condemned by Dr. J. E. Davidson, School Medical Officer for West Suffolk, in a report to his Committee.

The village school should be a model and example for the teaching and practice of simple but vital hygiene, and until this is accomplished much of the drive and force of present propaganda must be lost.

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Salaries and Service Conditions

A Conference of Local Authorities in the **West Midlands** was held in the Town Hall, Wolverhampton, on April 29. Sir Charles Mander, Bart., Mayor of Wolverhampton, who convened the meeting, presided.

Lieut.-Colonel A. J. Muirhead, M.P., Parliamentary Secretary to the Ministry of Labour, addressed the conference and said it was the earnest hope of the Minister of Labour that a Provincial Joint Council would be formed. Alderman R. Marsden, of Darwen, and Mr. E. Bishop, secretary of the employers' side of the Joint Council, also spoke, and the following resolution was unanimously adopted:

> "That this conference approves the principle of a Provincial Council for the administrative, technical and clerical services of the local authorities in the Counties of Shropshire, Staffordshire, Warwickshire, Worcestershire, and Herefordshire, and recommends the local authorities in the area to consider the question of co-operating in establishing a Provincial Council for these services."

* * *

Following representations by the Association the **Liverpool City Council** at their meeting on May 5, 1937, passed a resolution granting an allowance of £1 10s. per week, to be paid out of the funds of the Department, to one of their officers, who, although he has been in the service of the Corporation for a period of 38 years, and is now retiring at the age of 68 years, has never been appointed in a permanent capacity nor been subject to the Superannuation Scheme.

* * *

Following prolonged negotiations between the Whitley Council and the **Macclesfield** Corporation a re-grading of the staff has taken place under the Whitley Scales. Considerable improvement has already been effected and a number of appeals under the Grievance Clause will, it is hoped, be dealt with to the advantage of the staff.

Following representations to the **Carlisle** Corporation to become members of the Lancashire and Cheshire Whitley Council and to adopt the salaries scales a model grading scheme has been prepared and is at present under consideration by the Corporation.

The Provincial Whitley Council has also, at the request of the councils concerned, recently graded the staff of the **Whiston R.D.C., Ince U.D.C.,** and **Penrith U.D.C.**

Applications have also been made at **Barrow-in-Furness** for the adoption of the Whitley Scales, at **Leyland U.D.C.,** for the grading of certain officers and at **Hyde** for the payment of the Whitley scales of salaries to the female staff. The staff of the **Ashton-under-Lyne, Stalybridge, Dukinfield,** etc., waterworks department have also been graded under the Whitley scales.

West Midland District Committee

The District Committee met at the Shirehall, Hereford, on May 8. Mr. H. Taylor, Deputy Town Clerk, Stoke-on-Trent, presided over a large attendance.

The principal business of the meeting was to consider the Annual Conference agenda and report.

The chairman reported on the terms of the new Superannuation Bill and the decision of the Conference of West Midland Local Authorities in favour of forming a Provincial Whitley Council.

Reports of the executive committee, the B. & O. Regional Committee, the hon. sports secretaries, the divisional secretary and certain branches were considered.

After the meeting the representatives were generously entertained to tea by the Hereford County Council branch, when the vice-chairman of the County Council, Alderman E. W. Langford, kindly attended. Expressing appreciation of N.A.L.G.O., Alderman Langford said that in his opinion the more frequently officers of various councils met together, the better it was for them and for local government. Herefordshire was a small and poor county, and therefore, he considered, called for greater efficiency from the staff than in the case of some richer counties. Alderman Langford paid a tribute to the Herefordshire officers, and on behalf of the County Council offered the representatives a very cordial welcome.

On the motion of Mr. G. F. Darlow, deputy town clerk of Wolverhampton, seconded by Mr. A. Whitfield, Birmingham, the branch were cordially thanked.

In reply, the president, Mr. A. P. Whitehead, M.C., Director of Education, said that it had given the branch great pleasure to welcome their colleagues to Hereford.

Dances, Whist Drives and other Social Functions

Hastings

Nearly 250 members and friends attended the Annual Dance and Whist Drive organised in aid of the Benevolent and Orphan Fund, and as a result a sum of £13 will be added to the Branch's contribution to the Fund.

The N.A.L.G.O. Girls Cabaret made their final appearance and gave a really excellent display, and mementoes were given to each member of the troupe as a small token of the Branch's appreciation of their work during the past two years.

Flintshire

The **Flintshire** county branch of N.A.L.G.O. held their first annual whist drive and dance in the Assembly Rooms, Mold, Friday, April 16, 1937. Nearly 200 people were present. A feature of the evening was the attendance of practically all the officials and staffs of the county branch. In the interval, Mr. L. Dacey, LL.B. (Deputy Clerk), explained the meaning of N.A.L.G.O. and emphasised that the Association aimed at increasing the efficiency of local government administration, improving the status and service conditions of its members. He then introduced Mrs. M. Davies, C.C., who, after presenting the whist prizes, said:

"I am sure that the members of the County Council welcome the signs of staff activity and the sense of social need which have led to the first of what I hope will be many annual functions. I feel sure that a strong organisation here will promote the interests of its members and of the County Council itself."

Mr. L. Dacey suitably thanked Mrs. Davies for her remarks and referred to the untiring efforts of the secretary, Miss C. G. James, who, with many other members of the branch and their wives, had by their voluntary services so largely contributed to the success of the evening.

Here, There,

By

Oxford

The **Oxford** branch of the National Association of Local Government Officers held a Coronation dinner and dance at the Clarendon Hotel, Oxford, last night. There were about 100 present and the function was a great success.

The chair was taken by the president (Mr. J. H. B. Wright), and others present included the Mayor (Ald. L. H. Alden), the Deputy Mayor (Councillor Mrs. Townsend), and prominent officials.

Mr. Thompson proposed "The City of Oxford."

Officials appreciated deeply the manner in which they were treated, and he hoped that the cordial relations which existed between them would continue.

"Known for Hospitality"

The mayor, responding, said that from time immemorial Oxford and its people had been known for their hospitality and had heartily welcomed visitors from all parts of England and the world.

Thanking the members of the Corporation staff for their work, he said that in every department he received loyalty and assistance from the highest to the lowest. Oxford had one of the best and most efficient local government staffs in the country.

Tribute to Association.

Ald. Harris, who was for many years a local government officer himself, gave the toast of "The City of Oxford Branch of N.A.L.G.O."

Mr. Carstairs, replying, spoke in warm terms of Ald. Harris' long association with local government work in different parts of the country, and said that he had spent 40 years in improving public administration.

Dr. Williams gave the health of "The Visitors," and suggested that it might be a good thing if the Oxford City and Oxford County branches of the Association amalgamated into one large branch.

The deputy mayor, in reply, spoke of the flourishing condition of the branch, and thanked the officials for the help and assistance they had given her during her year as deputy mayor.

and Everywhere

" Ubiquitous "

Amateur Opera and Drama

Portsmouth

On March 18, 1937, the Music and Dramatic Section of the **Portsmouth** Branch presented their annual concert to an appreciative audience of nearly 300 colleagues and friends.

A modern and topical show, which catered for every taste, was thoroughly enjoyed, more particularly as many of the items had been written specially for the occasion by two of the artistes.

Mr. J. Rudling was responsible for the production of the entertainment and achieved a great success, while the arrangements were in the capable hands of Mr. D. Peach, the entertainments secretary. Refreshments and dancing followed the concert, and a very pleasant evening was spent.

The members of the section have undertaken to do the show for N.A.L.G.O. in neighbouring towns, and Portsmouth must be congratulated on having so valuable a social asset to its official activities.

Sutton and Cheam

On May 4 the Amateur Dramatic Section of the **Sutton and Cheam Borough Council** presented their first production of four short plays : " The Bathroom Door," " The Man on the Sofa," " Flaunted," " Curse It ! ! Foiled Again."

The plays were produced by Miss Alice Lusty and Mr. Duncan McKerchar, members of the staff.

This new venture was a great success, and the large audience present was provided with a very amusing evening.

The outstanding success was the play " Curse It ! ! Foiled Again," written in rhyme by Mr. McKerchar.

The play was a personal triumph for Mick Miller as Clancy, the farm-hand halfwit.

The mayor, Alderman S. H. Marshall, J.P., C.C., accompanied by the mayoress, Miss K. Marshall, was present, and at the conclusion of the plays he complimented the staff on their acting and Mr. T. Grieves, author of " Flaunted," and Mr. D. McKerchar, the author of " Curse It ! ! Foiled Again," on the masterful way in which their plays were written.

Those also present included the branch vice-president, Mr. R. D. Mighell, and Mrs. Mighell, and many aldermen and councillors and the chief officials of the borough council.

Coventry

B. & O. FUND.

Coventry. The staff of the City Treasurer's Department performed the pantomime " Aladdin " on April 7 for the benefit of the Benevolent and Orphan Fund.

Personal

Mr. W. C. H. Webber, relieving officer, L.C.C., Area 3, was, it will interest his many friends to know, present at the Coronation Ceremony in Westminster Abbey, having been invited to assist in the choir. Mr. Webber is a member of the choir of All Saints', Margaret Street, W., and has been associated in the past with other well-known church choirs, including St. Albans, Holborn, St. Peter's, Cranley Gardens, W., and Chester Cathedral. He also had the honour of singing at Buckingham Palace a few years ago.

Mr. Webber, a poor law relieving officer of long experience, is a member of the Metropolitan Relieving Officers' Association and the N.A.L.G.O.

* * *

Leyton Borough Treasurer's Staff—Examination Successes.

At a meeting of **Leyton Council** held on Tuesday, April 27, 1937, it was reported that Mr. Stanley G. Paul, A.C.I.S., and Mr. Charles T. Glasspool, A.C.I.S., both of the Borough Treasurer's Department, had been successful in passing the recent Intermediate Examination of the Institute of Municipal Treasurers and Accountants (Inc.), and the Council resolved to congratulate them on their success.

* * *

Bermondsey's First Secretary.

Mr. R. E. T. Comben, the first hon. secretary of the **Bermondsey** Branch, has been appointed Borough Treasurer of Bermondsey from August 1, 1937. Coming from the Local Government Board, Mr. Comben helped to found the Branch in 1911. Appointed deputy borough treasurer in 1928, he now succeeds Mr. T. Groves Knott, also a founder member of the Branch. His many friends in the service wish him every success in his new appointment.

New Branches

Brigg

Brigg. The officers of the Brigg Urban and Glanford Brigg Rural District Councils have formed a Branch from April 1, 1937.

Evesham Rural

Evesham Rural. The officers of the Evesham Rural District Council have formed a Branch from April 1, 1937.

OBITUARY

It is with deep regret we record the death of Mr. Charles Pearey, the Deputy Borough Treasurer of Tynemouth, after a serious illness of several weeks' duration.

Mr. Pearey, who was 62 years of age, entered the service of the Tynemouth Corporation in the Borough Surveyor's Department in September, 1892. Mr. Pearey has been a member of N.A.L.G.O. since its inception. He was a member of the Northumberland Hussars, a member of the Tynemouth Amateur Swimming Club, and a playing member of the Percy Park Rugby Football Club ; yet, with all his keen interest in sport, he was a man of a very retiring disposition. His many friends in the Association will mourn his loss.

Merthyr County Borough

Another Year's Respite for Merthyr. Ministry's Hopes for the Future.

The Minister of Health has deferred for a further period of 12 months his review of the recommendations of the Royal Commission that Merthyr should be reduced from the status of a county borough to a municipal borough.

This information was conveyed to the general purposes committee of the Merthyr Corporation when a report was presented by the deputation which recently waited on the Minister.

Mr. John Rowland, chairman of the Welsh Board of Health, who was appointed twelve months ago by the Minister of Health to act as administrative adviser to the Merthyr Corporation, was present.

The meeting was held in private, but the letter from the Ministry and a statement were afterwards issued to the Press.

The letter read :

" On the conclusion of the period for which the chairman of the Welsh Board of Health had acted as adviser to the corporation of Merthyr, I am directed by the Minister of Health to express his high appreciation of the co-operation afforded to Mr. Rowland in the capacity of adviser by members and officers of the corporation, and his satisfaction at the acknowledgment of Mr. Rowland's services unanimously made by representatives of the corporation at a recent conference at the Ministry.

" I am to state that the Minister does not propose to extend the terms of Mr. Rowland's advisory function, but to defer for a further period of 12 months his review of the recommendations of the Royal Commission which was charged to report on the future conduct of the county borough.

" The Minister trusts that some return of prosperity to Merthyr Tydfil, coupled with the improvement of the local machinery which is now under consideration, may render unnecessary any alterations at the end of that period in the existing status of constitution of the county borough."

The following statement was issued to the Press with the letter :

" Members of the deputation expressed satisfaction at the attitude of the Minister and the Council will now continue their work without the presence of the administrative adviser.

" A resolution was passed accepting the letter, and a unanimous vote of thanks and appreciation was passed to Mr. John Rowland and his colleagues for the assistance and advice they had given during their 12 months' service.

" It was also pointed out that the burdens of Merthyr, which were in the main public assistance, were caused by conditions not created by the borough but by world depression. It was also necessary to carry out the various statutes passed for public health.

" There is every hope that industry will again return to the borough, and at the moment the prospects are bright in this respect, and Merthyr, it is hoped and anticipated, will return to some measure of its previous prosperity."

Mr. John Rowland thanked the members and officers for the way in which they had co-operated with him and for accepting the many suggestions he had made. He would always have Merthyr's interests at heart and would do everything in his power to assist the borough in any way he could.

General Literature

By JONAS PRAPS

Travel and Description

"**London's Eight Millions,**" by James A. Jones (Long, 7s. 6d.), is a breezy account of the daily life of London and Londoners to-day—just the ordinary people and places. Its shops, shop assistants, charwomen, bus conductors, trysting places and love affairs, clubs and clubmen (including women). It tells the rather charming story of two old ladies who would not venture out of Paddington Station on arrival until they had sent for the family solicitor and made their wills in the stationmaster's office. A book which will appeal to other than Londoners for its appreciation of the human side of life.—Two gold-hunting expeditions with camels in the dry lands of Central Australia are described in "**Sand and Sun,**" by Michael Terry (Joseph, 12s. 6d.). Terry and two companions, plus native helpers, made the two journeys through practically unknown Australia. Heat and thirst were their greatest difficulties; chapter twelve contains a graphic account of their sufferings before water was found.—"**Gulla the Tramp,**" by John Carlin (Cape, 12s. 6d.), bears the subtitle "an ethnological indiscretion." It is true there is a considerable amount of folk lore and racial detail, but they do not detract too much from the interest of the narrative. It is the account of an expedition made by a German woman scientist and a male companion in French Equatorial Africa—the Cameroons. A year's wanderings among the native tribes recounted in an unusual style not devoid of humour.—Air travel books are few and far between, especially over so unusual a territory as Iraq. In "**Air Over Eden,**" H. W. and (Miss) Sidney Hay (Hutchinson, 18s.) not only describe the country as seen from the air but outline the history and present-day conditions of the Arabs.

Biography

It may be thought that sufficient has been written about the famous (or infamous) "**Lucretia Borgia.**" Alfred Schivokauer, in the book bearing this title (Jarrolds, 15s.), views the lady in a much more favourable light than many of her biographers. He tries to explode many of the slanders connected with her morals and to vindicate her actions in other respects. Many notable personages of the period figure in this careful study of the woman and her period in history.—Mustafa Kemal, the strong man of Turkey, is idolised in "**Kemal Ataturk,**" by Hanns Froembgen (Jarrolds, 18s.). The author traces his career as soldier during the Great War, next as rebel, and finally as the man who has done more than any to rebuild Turkey on sound and modern lines. It is a full-length biography covering his private life as well as that of politician and leader.—The man of sedentary occupation must on occasion envy the freedom of the tramp and such a tramp as F. S. Stuart, whose ramblings are told in "**Vagabond**" (S. Paul, 10s. 6d.), referred to in the blurb as "this six-foot mixture of George Borrow and Samuel Pepys." The diarist was, I think, much too fond of his comfort to have emulated Mr. Stuart. He tramped pretty well all over Europe, had some pleasant but many more unpleasant experiences, and it would be difficult to find something he did not turn his hand to for a living. He met many well-known people, and in his later experiences, accompanied by the girl who married him and shared his "fortunes," tramped the British Isles in more Borrowesque style.

Fiction

"**And So—Victoria**" (Cape, 8s. 6d.), by a new writer, Vaughan Wilkins, is a serious study of a period in English history which has seldom been covered in fiction; it shows great promise. It is a study of the House of Hanover and of conditions in England during the reign of William the Fourth.—Though it has been published some little time, "**Lords and Masters**" by A. G. Macdonell (Macmillan, 7s. 6d.), should not be missed. Briefly it is a satire on modern civilisation, particularly the manufacturing of wars for the benefit of armament makers; it is caustic but clever writing.—Entirely different in character is Pearl Buck's "**Fighting Angel**" (Methuen, 7s. 6d.). It is the story of a missionary in China, but its chief interests are charm of writing and the power to portray Chinese life and character.

Miscellaneous

"**Wilderness Wanderers,**" by W. and L. Chapman (Scribner, 12s. 6d.), is one of the most beautifully produced books about wild animal life of recent years. The authors wandered for four years in search of health and photographs in the neighbourhood of the Rocky Mountains. They not only made pictures of the animals but studied their ways of life intimately.—P. G. H. Fender is concerned, in "**An A B C of Cricket**" (Barker, 5s.), with telling the young beginner how to attain proficiency. The book is not concerned merely with relating cricket matches.—The "**Tale of an Old Soldier**" by W. Crutchlow (Hale, 7s. 6d.) has little that is strictly autobiographical in it, nor is it strictly war history. It is rather a series of plain tales of soldier life and experience in the Great War, in revolutions in South America, and in Egypt.

(*Continued from next column*)

school year during the time set apart for religious instruction; and whether, if this is so, it is agreed that the teachers would not be acting in breach of their duty if, with due regard to the Conscience Clause, they take no step to dissuade pupils and their parents from taking advantage of the religious instruction provided for the pupils in the schools, in view of the fact that the children, almost without exception, attend such instruction.

5. Whether the local authority no longer holds the view that any teacher who is unwilling to give religious instruction as a matter of conscience should not be required to do so, and whether, if this is so, an explanation can be furnished.

Church Services in School Hours

The National Union of Teachers is questioning the legality of the religious instruction scheme put forward by the Blackpool Education Authority and providing for church services for council schoolchildren in school time.

A communication which raises technical points at issue and asks for their clarification has been sent by Mr. F. Mander, general secretary of the Union, to Mr. F. E. Harrison, Director of Education for Blackpool.

The communication has reference to a letter which was received by the Union from Mr. Harrison last month, and which referred to decisions made by the General Purposes Committee of the Education Committee:

1. To continue to include in the scheme the voluntary attendance of scholars at places of worship on suitable days of the year
2. To withdraw two paragraphs from the Service Book, the first having reference to teachers accompanying the children to church and the second to the desirability of teachers being exempted from giving religious instruction in schools if the teacher is unwilling for reasons of conscience; and
3. To decline to send a delegation to discuss the matter at a conference at the Board of Education under the neutral chairmanship of Dr. Percival Sharp, secretary to the Association of Education Committees.

"Profound Regret"

The Union, in its reply, voices its "profound surprise and regret" that the education authority had decided not to attend the London conference which would have afforded the opportunity of "a full and frank discussion of the points at issue which so seriously affect the powers and duties of the local education authority and the teachers in connection with the provision of religious instruction in the schools."

Some important questions, the Union's communication continues, are left outstanding in the sub-committee's decisions, and an authoritative answer by the authority is requested so that the new proposals may be "clearly understood."

"Outside Powers of Local Authority."

The Union then points out that the opinion of counsel is that the scheme contained in circular letters to teachers and a notice to parents is outside the powers of the local education authority.

Any instruction, the Union's letter declares, to an elementary or secondary school teacher to perform duties in connection with the canvassing of parents to withdraw their children from school during the time set apart for religious instruction or the organisation of denominational services in Churches and Chapels is in the opinion of counsel one which a teacher can lawfully disregard.

The authority is asked to state, in view of this opinion:

1. Whether the circular letters of January 2 and March 8 to head teachers containing administrative details are now to be regarded as withdrawn, or alternatively,
2. Which of the specific tasks or duties referred to in these circulars does the education authority suggest the teachers should be required or asked to perform;
3. Whether any future arrangements for religious services in school time are to be left exclusively to the denominations concerned and to the individual parent exercising rights in accordance with the Education Acts and any Bye-Laws made thereunder.
4. Whether it is to be understood that the Anson Bye-law in the form to be adopted will enable parents to withdraw the children from school on every day of the

(*Continued at base of previous column*)

Golf at Oxhey

METROPOLITAN DISTRICT SPORTS & RECREATIONS

GOLF.

The annual competition for the Municipal Journal Challenge Bowl took place at the Oxhey Golf Club on Wednesday, May 5, when 56 competitors representing 29 different branches took part in the 36-hole stroke competition. Ideal weather, an ideal course, and splendid amenities contributed to what may be termed the largest and pleasantest meeting held since the competition was revived in 1933. The winner was Mr. A. C. Dodd (Willesden), Handicap 7, who returned net scores of 74 and 76; total 150. The runner-up was Mr. C. W. Strutt (Heston), Handicap 18, who returned net scores of 78 and 73; total 151. The following are the principal scores in the competition:

	H'cap	Net score 36 holes
A. C. Dodd (Willesden) ..	7	150
C. W. Strutt (Heston and Isleworth)	18	151
H. R. Metcalfe (Ruislip) ..	5	152
M. W. Wilson (Harrow) ..	9	156
L. W. Welland (Surrey) ..	6	156
A. G. Cullwick (Harrow) ..	10	158
K. C. Ashby (Harrow) ..	15	160
L. J. Raggett (Middlesex)	15	160
G. H. Huggins (Croydon) ..	15	160
A. Birch (Stepney)	5	161
D. J. Hulbert (Epsom) ..	15	161
J. D. Smith (Bexleyheath)	17	161
S. Lord (Acton)	15	163
H. Connolly (Enfield) ..	13	163
E. S. Hart (Middlesex) ..	4	164
R. L. Smith (Epsom) ..	15	164
A. F. Adamson (Hendon) ..	11	165
C. H. Lawrence (Surrey) ..	17	165

Standard scratch score of the course—75.

Mr. W. E. Lloyd, at the request of the President of the Metropolitan District Committee (Mr. P. H. Harrold), kindly undertook the presentation of the various awards. The Secretary (Mr. W. Nelson, Croydon) said how gratifying it was to have the President of N.A.L.G.O. with us, taking part in the competition, and then distributing the prizes. Mr. Lloyd called for a vote of thanks to the Secretary for his work in organising the competition. This was carried with acclamation, and the Secretary was asked to make arrangements for an autumn meeting at the end of September.

WALSALL BRANCH

ASSOCIATION FOOTBALL

The Walsall Branch Soccer XI were successful in a Coronation Day Six-a-side Competition open to all the local amateur sides, which was played as part of a Sports Fête at Fellows Park, Walsall, on May 12.

They had to win four matches in all, and in the final defeated Walsall Jolly Club by 2 goals and 2 corners to 1 goal.

Each of the players was afterwards presented with a pint pewter tankard by the Mayor.

The Branch 1st XI finished in the fifth place in the 2nd Division of the Birmingham A.F.A. (Senior Section); and the 2nd XI finished 2nd on goal average in the 3rd Division of the Intermediate Section and gained promotion.

SOUTHERN DISTRICT CUP FINAL

HANTS, 5; BUCKS, 4.

The Hants County team met Bucks County in the final for the Cup at Reading on Saturday, April 24, and won by a narrow margin of 5 goals to 4.

The first goal, scored by Spencer, went to Bucks County, and after Hants had equalised, Spencer scored again, bringing his side ahead. Saffrey proved himself a thoroughly dangerous forward and scored twice for Hants County, in spite of the fine efforts to save by Stephen, the Bucks goalkeeper. Tierney, with a fine cross drive, and later Moore took advantage of a slackening in the Bucks defence and scored one goal each. Score at this point: Hants County, 5; Bucks County, 2.

With ten minutes to go Bucks made a glorious rally, almost pulling the game out of the fire. Pedley and Evans both scored, and Howkins nearly equalised.

After the match the teams were entertained to tea in the Reading Town Hall. Mr. Bunce, president of the Reading Branch, complimented the teams on their spirited game, and presented the cup to H. Gradidge, the Hants skipper.

FLINTSHIRE C.C.

BILLIARDS.

The Flintshire County Council billiard team connected with the county branch of N.A.L.G.O. won the shield for the fourth time in the final with the Denbighshire County Council branch, when they met at Ruthin in April.

The score was as follows:

Flint C.C.	740
Denbighshire C.C. ..	453

Flintshire thus won by 287 points, and retain the handsome shield for the fourth time.

After the match both teams were entertained by the N. Wales District Committee, and Mr. Hext, the Honorary District Secretary, presented the shield to the Flintshire captain, Mr. J. H. Rowlands, who responded.

N.A.L.G.O. HOLIDAY GUIDE

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The New Bill

WIDOWS', ORPHANS' AND OLD AGE PENSIONS (Voluntary Contributors) BILL

Under the existing Health and Pensions Acts the insurance is divided into two classes—

(1) National Health Insurance. (2) (a) Widows' and Orphans' Pensions Insurance, and (b) Old Age Pensions Insurance.

These sections are interlocked, and there is one contribution and one contribution card to cover the whole insurance. Compulsory insurance is confined to employed persons, and so far as non-manual workers are concerned, to those in receipt of not more than £250 per annum. There is a provision for non-manual workers over £250, who have previously been in insured employment for the requisite period, to become and remain voluntary contributors regardless of salary or income.

The new Bill was heralded as bringing a new class of persons into insurance for *pensions purposes* only, viz. those whose income is not more than £400 per annum (women £250) (of those sums not more than a half may be unearned income), who are not already covered by the existing insurance arrangements.

So far as those who take advantage of the new arrangements within the first twelve months they will, if not over the age of 55, pay a contribution of 1s. 3d. per week. After the specific period all entrants will come in at the rate of contribution applicable to their age at entry into insurance, with an age limit of forty, and in the case of a man the contribution can be as much as 2s. 11d. per week.

One of the important things to note, however, is that the new Bill *breaks the interlocking between Health and Pensions Insurance.*

A more serious factor of the new Bill is that it will not only break the interlocking between Health and Pensions Insurance, but will deprive future entrants into excepted employment of rights at present enjoyed.

At the present moment persons entering excepted employment may, if they like to do so within twelve months of entering such excepted employment, take up voluntary insurance for all purposes, Health, Old Age, and Widows' and Orphans' Pensions.

After the passing of this Bill this will not be allowed, and persons in excepted employment will only be allowed to become voluntary contributors when their salary exceeds £250 per annum, and then only for the purpose for which they were originally insured. This means that an officer, who is engaged with a council, which has exception from Health Insurance and Old Age Pensions, will only be eligible as a voluntary contributor to contribute for the Widows' and Orphans' Pensions. His right to insure under the Health Insurance Act and Old Age Pension will be denied him always.

The deprivation of rights of future staff employed in excepted employment warranted close examination, and a conference was called at which representatives of certain associations and approved societies were present, viz. :

Civil Service Clerical Officers' Association and Approved Society Section.

Civil Service Confederation.

Union of Post Office Workers and Approved Society Section.

Civil Service Health Insurance Society.

National Union of Railwaymen's Approved Society Section.

Railway Clerks' Association, and

The N.A.L.G.O. Approved Society.

The meeting appointed a deputation of one representative of the civil service approved societies, one of the postal workers, one of the railway clerks, and one of the N.A.L.G.O. Approved Society, to meet the Social Insurance Committee of the Trades Union Congress General Council, and immediately after the second meeting which was held during the same morning, the members went as a deputation to the Minister of Health.

On behalf of the approved societies concerned it was urged :

(1) That persons in excepted employment should be allowed to become voluntary contributors as at present.

(2) That persons who are now voluntary contributors for Health Insurance and pensions who desire to continue as voluntary contributors for Old Age and Widows' and Orphans' Pensions only, should give notice to contract out of Health Insurance instead of, as the Bill provides, automatically coming under the new scheme, unless they make a fresh contract for Health Insurance.

(3) That persons excepted under a Certificate of Exception should, on going over the income limit of £250, have the right to contribute voluntarily for all purposes under the Health and Pensions Act, and not for Widows' and Orphans' only, if they have not whilst in excepted employment contributed to an Old Age Pension.

The Minister said that he would give careful consideration to the representations made to him, but when the Bill was considered in Committee of the House of Commons no concessions were made on any of these three points.

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Members and their friends who have spent holidays at either of the Association's holiday centres in this country have come to regard a Nalgo holiday as one of keenest enjoyment and assured happiness, and a large number of past campers have already booked a Swiss holiday this year. A member who recently booked a Swiss holiday remarked: "If it's a Nalgo holiday, it's sure to be good."

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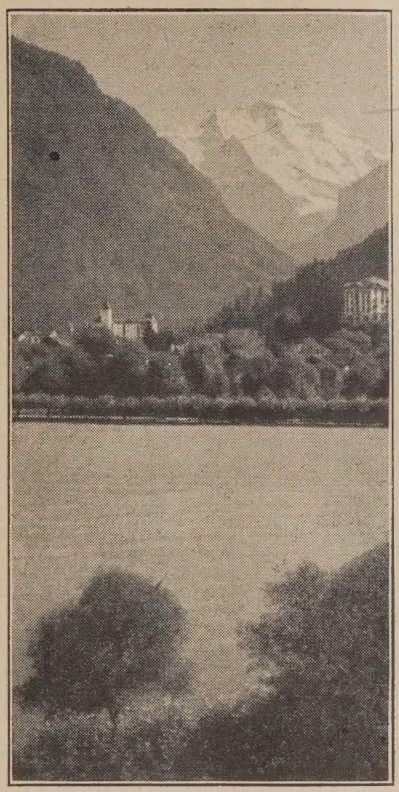

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Grade B 2—£285 by 5 annual increments of £15 to £360 per annum.
Grade C—£285 by 7 annual increments of £15 and 1 increment of £10 to £400 per annum.
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In a report which is available to the public it is pleasing to note that the Law and General Purposes Committee state "we do not think it desirable to publish the names of the officers in the (grading) list appended but we have arranged for a key to be supplied to each member of the Council from which it will be possible to ascertain the name of the officer occupying any particular position."

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Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

OF the many beautiful kinds of half-hardy annuals commonly grown for summer bedding few have a more healthy and sturdy appearance, at this time of year, than Stocks. Thick and solid of foliage, they seem certain to thrive and give the grower pleasure both with their colour and their perfume. Thrive they may, but satisfaction they do not always give, for when nicely established in their places some begin to spindle up and assume a straggling habit instead of remaining compact—a sure sign that the flowers will be single and their life as ornamental plants brief. Few of us escape a measure of disappointment with our Stocks, but as long as we get a fair proportion of doubles—say, 70 per cent—we do not mind, because we learn with experience to "spot" the singles in good time, being guided by the spindling tendency of the stems and the thinness of the flower-buds, and, having provided for a reserve, can fill their places promptly. It is when the proportion falls under 50 per cent that we become aggrieved.

Is there anything that we can do if we have had such failures? One thing I can suggest is making a point of going to a firm of the very highest standing for seed. Another—and this applies more particularly to the many who do not raise their own plants, but buy from florists out of boxes—is to take note of the roots, and if most of the plants appear to be very thick-rooted, go elsewhere for supplies. Prefer seedlings with many fine roots to those having few thick roots.

Asters do not generally offend in the same way as Stocks, but they are less robust as seedlings and much more likely to go off with disease. The trouble is commonly known as "damping-off," and is due to a minute fungus which operates while the seedlings are very young, hence raisers of home plants are more likely to suffer than buyers out of florists' boxes two months later. Home raisers should always use Cheshunt Compound, which is quite cheap; but it is unlikely to be necessary for plants which have got beyond the baby stage, as most will have done by June.

I mentioned Primroses briefly in my May notes. I hope that many of my readers followed autumnal hints and planted out some sturdy plants of Primroses, Polyanthuses and Alpine Auriculas for spring blooming. I hope further that they will now uproot these fading favourites and transfer them to a cool, moist place in the garden where they can enjoy a summer's rest. "Enjoy" may hardly seem an appropriate word during the succeeding weeks, for it is almost certain that the plants will to all appearance deteriorate alarmingly. But no apprehension need be felt, for Nature is merely pursuing her processes, and September will see a marked revival.

There can hardly be any more suitable plants to succeed the Primrose dainties than tuberous Begonias, which will do all the better if the ground is deeply dug and enriched with a dressing of leaf mould Begonias love a flaky, friable soil and don't in the least object to a proportion of peat.

There are interesting little jobs to do on the rockery this month. One is to dress over the clumps of Aubrietia, shearing off all the old flower-stems to the extent of leaving mere stumps of apparently dried-up roots. I have recommended this in past years and I hope that many of my readers have proved the benefit of it. But we won't leave things at that, because we don't want bare soil on the rockery throughout the summer; so if we have some seedling Linarias, Calandrinias or other slim things we will set them out, and if not, we will use other neat things, such as Nemesis and Violas, bearing particularly in mind, however, that watering and mulching may be needed to keep them in full growth and bloom for most of the summer.

June being the great Dahlia-planting month, we come to close quarters with the manure question, about which I remember making some remarks last autumn. Are we to dung the ground heavily or lightly? Lightly say I, and with emphasis. Only in the case of very shallow soil would I use much natural manure. But the ground can hardly be tilled too deeply, and bastard trenching is well worth while. If I were using dung during this process, I should work it well down, but I should be quite happy with a mixture of hop manure at the rate of a double handful per square yard, using this in the upper layer. I mentioned staking in quadrangles in a previous month. It never serves better than with Dahlias. But will most of you pursue it when one stake can be made to do? Ah! You will, however, obtain a small bagful of hay with which to line the small pots you intend to serve as earwig traps on those said stakes, that I know.

Staking of a more or less substantial nature comes in, too, with Delphiniums, Carnations, Gladioli, Lupins, etc., not to mention Sweet Peas. It is one of the bugbears of many amateur gardeners, and I am not entirely devoid of sympathy with them. We can console ourselves, however, with the reflection that florists' metal rings do ease the task of tying.

Let us remember our biennials before June has waxed. I have perhaps mentioned sowing a set of dwarf Wallflowers last year. How have they done? Well enough in their way, but only the reds are dwarf. The yellows and oranges have developed the normal habit. In future I shall stick to the normal types, among which Orange Bedder and Cloth of Gold stand out as invaluable, with Fire King a splendid third.

We won't overlook a sowing of Geums, among other plants. Very useful things are these, and although they serve very well as perennials, I think it is best to treat them as biennials, like Forget-me-nots and other popular things.

Bridge Forur

By NEVILLE HOBSON

Can You Solve It?

It is some time since a competitive was organised in this column, and pe my readers will let me know if they v like a comprehensive one later in the In the meantime I propose to set a pro which illustrates an important aspe play, and I will give a small book prize to the first person from wh receive a post-card with the correct sol addressed to Neville Hobson, Bev East Yorks.

Any such card should, however, n posted before Saturday, June 5, so obviate any undue advantage for who get their journal earlier than o and I will defer going through the r until Monday, June 7.

PROBLEM.

South is playing a hand in 3 No Tr —neither West nor East having mad declaration throughout the bidding. leads the 3 of Hearts, and the foll are the hands which South has to pl

NORTH:	SOUTH:
S. J, x, x.	*S.* A, K, x,
H. Q, x, x, x.	*H.* A, K, x,
D. Q, x, x.	*D.* A, x.
C. A, K, 10.	*C.* J, x, x.

To the above lead South plays a Heart from Dummy and East puts u 10. What should South play from hi hand, and indicate briefly the princi should apply at this stage to ensu best chance of obtaining the 9 required.

There is no catch in the problem South should think hard before pl from his own hand, as a correct poli the first trick may make all the diff between success or failure.

Competitive Bridge: I hear there possibility of another Bridge League formed in another part of the N.A.I world next winter, and there can doubt about the extraordinary improv in the standard of play which a Leagu duces. Duplicate Contract Matches home to individual players the principles of bidding and play to a which no other experience can pr Leagues should not, however, conta many clubs.

There must be many hundreds of players within the fold of our Assoc who are completely blind as to ciencies of play and incorrect t which are quickly exposed by a du match, as each side has to play the cards, the hands being changed o appropriate stages in the tournamen

One team will bid and make a slam, while the other team either do bid it or—if the bid is correct—los slam by inferior play. For exampl side will take a finesse instead of att ing squeeze play, which may com opponent to lead up to one's A, Q make the contract secure. In a case it may be necessary to trump a card in Dummy before drawing t and—in the absence of the check a by the duplicate system—the majo players who "go to sleep" are aware of it.

This test is a good illustration difference between the first-class play those who just fail and bemoan thei

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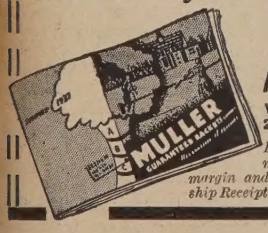

Write, in the first instance, to N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

It will be sufficient if you cut out this announcement, write your name and address in the margin and post together with your Association Membership Receipt in unsealed envelope (½d. stamp) to N.A.L.G.O.

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Among the New Publications

"The American 1937 Municipal Year Book" has recently been issued. This book contains an authoritative resumé of activities and statistical data of American cities. It presents in compact form a record of current events and developments in municipal government invaluable to municipal officers and students of local government. It is descriptive and factual. The book is divided into five parts: Part 1, dealing with municipal administration in 1932; Part 2 dealing with governmental units; Part 3, with municipal personnel; Part 4, with municipal finance; and Part 5, dealing with services of national organisations and federal agencies, selected books and pamphlets, periodicals, etc. The book is published by The International City Managers' Association.

"Roads and Road Construction Year Book and Directory, 1937-38," published by The Carriers' Publishing Company, Ltd., price 10s. 6d., contains a wealth of informative material which should prove exceptionally valuable to the highway engineer and surveyor. Amongst its chapters are reviews on research into road surfaces, skidding, concrete roads, etc.; a survey of current practice; a resumé on materials and their application; statistics relating to road construction and administration; descriptive illustrations of new and improved plant, and many useful directories and other tables. A tab-index provides quick and facile reference.

"Key to Income Tax, Surtax and National Defence Contribution," published by Taxation Publishing Co., Ltd., First Avenue House, High Holborn, London, W.C.1. Second Edition—160 pages, price 3s. 6d., post free. This publication contains a mass of information in a condensed form, readily understood by the practitioner or student. A thumb index has been provided for the principal divisions of the subject, in addition to the index on the first page of each section, and this enables a reference to be made with great facility. Whilst the information must of necessity be in a condensed form, references are freely made to recorded decisions. Tables are provided at the end of the book showing the working of rates of 1s. 8d. and 5s. in the £, also grossing up table to enable a gross assessment to be readily ascertained. The New National Defence Contribution is also dealt with.

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A Cure for Apathy

The following letter to the Editor has been received from Mr. N. H. Rogers, Editor of "Calling Croydon," and winner of the First Prize in the Coronation Essay Competition:

"Richelieu was no fool. He said 'the pen is mightier than the sword,' and the pen wielded by an ardent branch magazine Editor can well be used to chivvy apathetic members into (almost) paragons of enthusiasm. What more potent weapon in favour of N.A.L.G.O. could a branch Executive have, than its local magazine? Apathy in members is, in many cases, due to lack of contact between Executives and their electorate. A local magazine can bridge the gap. Judiciously administered, the bitter pill of branch news and executive 'business' can be sweetened by the jam of literary effusions. Branch Editors can play a very big part in furthering the interests of N.A.L.G.O. by imparting a local flavour to information.

"A. G. Jury, of Gravesend (in your May issue) refers to a proposed meeting of Branch Editors during the N.A.L.G.O. 1937 Conference. Though, undoubtedly, such a meeting could be made one of the finest media for constructive inspiration, nothing seems to have materialised, probably due to the fact that no one was definitely allocated the task of convening and organising the Meeting. I suggest, therefore, that commencing 1938, a Conference of Editors be held at every second N.A.L.G.O. Conference (branches could arrange that the Editor be included among their Conference delegates) and that the Conference of Editors be convened by the Editor of 'Beano' for the year concerned. Chairmen and members of Editorial 'Boards' or Committees should also be invited to attend, and papers, to act as bases for discussion, could be read."

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